

CLUW Convention Charts NEW DIRECTION FOR UNION WOMEN

Union women could make the key difference in the 2008 elections if they assume leadership in their unions and mobilize around issues important to working families. That was a key message from the Coalition of Labor Union Women's 14th Biennial Convention, which met October 10-13 in Las Vegas.

In keeping with the convention theme "A New Direction for Working Women," CLUW President Marsha



President Marsha Zakowski presided over CLUW's 14th Biennial Convention, attended by 844 delegates, observers and guests.

Zakowski (USW) linked political activism with the need for diversity in the labor movement, and the nearly 650 delegates passed resolutions that put these twin goals atop CLUW's agenda.

Citing CLUW member participation in four recent AFL-CIO Regional Diversity Dialogues in furtherance of the labor federation's 2005 Diversity Resolution, she declared to the delegates, "You are all activists and leaders for change that will bring more women and people of color into decision-making positions within the labor movement. That activism and leadership will help direct this country to become more responsive to the needs of working families."

Introducing a resolution to push hard for both political change and diversity in union leadership, Philadelphia CLUW President Kathy Black (AFSCME) said, "To win political and organizing campaigns, we need to reach out to the diverse American workforce."

The convention resolution—



adopted by acclamation—called on CLUW "to maximize our impact on voter registration, voter education and get-out-the-vote campaigns" in next year's election.

"We have to take this back down to the local level" and really push it, said a CLUW delegate from Chicago.

The resolution goes on to pledge that CLUW work with the AFL-CIO's other constituency groups to aggressively advance implementation of the federation's convention decision, adopted in 2005, that the leadership and staff of the union movement should look like its members.

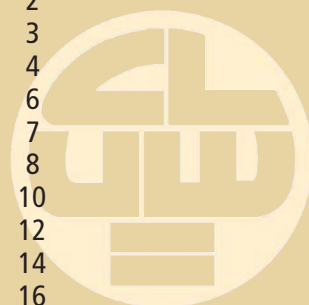
The challenge of achieving diversity also was examined at a panel discus-

See *Convention Summary*, page 4

To enforce CLUW's "Stop Toxic Imports" resolution and commitment, we will be participating in the United Steelworkers' **National Day of Action on January 16** to tell our members of Congress that "cheap goods have a high price." Check www.cluw.org for further information.

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A BRIGHTER FUTURE FOR WORKING WOMEN



Marsha Zakowski, CLUW National President

I want to take this opportunity to thank the delegates, guests, presenters, exhibitors, the AFL-CIO, international and national unions and all the volunteers who helped to make the CLUW 14th Biennial Convention, October 10-13, 2007 one of our greatest successes. The excitement and momentum generated on the important topics and issues that are now CLUW policy and re-statements of our commitment to critical issues will go forward in activities for the next two years—through political and legislative action in 2008 and in our upcoming programs.

Forging ahead as the national women's activist organization within the Labor Movement, CLUW plans at the national level and through our chapters and unions to implement and further our policies by vigorously working to secure national pay equity legislation, national health care, fair trade, an end to toxic imports, an end to the war in Iraq, and other issues that benefit women and all workers.

We look forward to planning and developing more programs to expand women's participation and leadership within the labor movement so that we have an American labor movement that reflects the membership and the workforce in our country. We hope to make CLUW a more visible force within our communities so that women and all workers can see and understand the benefits of union membership and involvement.

"On March 14 our NEB Conference, 'We're Out the Gate in 2008,' will continue the ball rolling on our election activities to win back the White House for working class Americans."

CLUW will start off 2008 when we join labor union forces at the AFL-CIO Martin Luther King, Jr. Holiday Conference and Observance in Memphis, TN, January 17-21. To enforce our "Stop Toxic Imports" resolution and commitment, we will be participating in the United Steelworkers' National Day of Action on January 16 to mobilize and tell our Congress members that "cheap goods have a high price." On March 14 our National Executive Board Conference, "We're Out the Gate in

2008," will continue the ball rolling on our election activities to win back the White House for working class Americans. Information on these and other current activities and developments will be on the website and sent out to e-Activists.

CLUW has an exciting year planned and a lot of work ahead. Every member has an opportunity to participate in making a difference in the lives of union and all workers and their families—we can't do it without you.

***Best wishes for a joyous Holiday Season
and happiness in the New Year!***

**SAVE
THE
DATE!**

**CLUW National Executive Board Meeting: March 13-15
and NEB Conference on March 14, 2008:**

"We're Out the Gate In 2008—

Working for a Brighter Future for Working Women"

Crowne Plaza Jacksonville Riverfront, Jacksonville, Florida

For more information: www.cluw.org

Memphis conference honors Dr. King's legacy with activism

PLAN NOW TO ATTEND JAN. 17-21

The 2008 AFL-CIO Martin Luther King, Jr. Holiday Observance will be held January 17-21 in Memphis, Tennessee and will include training for the 2008 elections, union parade and community service projects.

See www.cluw.org for registration information or contact Eva Walton in the AFL-CIO Civil, Human and Women's Rights Department at 202-637-5274.



Pictured at the NLRB protest are CLUW VP Carolyn Williams (IBEW), above left, CLUW Treasurer Judy Beard (APWU), and CLUW staffer Karen See, left. Sister See was hired this summer as CLUW's Membership and Field Organizer (see below).

CLUW WELCOMES KAREN SEE, MEMBERSHIP AND FIELD ORGANIZER

Karen See, who joined the CLUW staff in July, assists CLUW leadership around the country in revitalizing existing chapters, developing new chapters and increasing membership. She also helps chapters connect their programs to others in the labor movement.

Karen has been involved in the labor movement since 1980 when she joined APWU on her first day as a postal clerk. She was the first woman elected as president in APWU's Boise, ID and Mansfield, OH local unions, where she maintained at least 90 percent membership while in office. Karen also served as president of the Boise Central Labor Council and more recently, financial secretary for the Crawford/Richland, OH Central Labor Council.

"I believe CLUW is an important element in the labor movement and my experiences will enable me to help CLUW increase our membership and strengthen and grow our local chapters," said Karen. "I look forward to working with each of you to accomplish our goals."

Rally protests NLRB decisions

CLUW officers turned out for an AFL-CIO rally November 15 protesting the actions of the National Labor Relations Board, which in the past two months had handed down more than 60 decisions that undercut current workers' rights. In addition to this demonstration in Washington, CLUW members participated in similar events across the country to protest the NLRB's "September Steamroll."

The NLRB's most harmful decisions include:

- Undercutting the card check procedure by requiring the employer to allow for the decertification process to start within 45 days regardless of the progress of negotiations. Right-to-Work groups are

showing up at the work site to instigate the decertification process as soon as the card check is reported to the NLRB.

- Withdrawing all worker protections from employees accused of being "salts"—for example, showing up for an interview wearing a union hat or shirt.
- Restricting back pay awards by placing the burden on employees to prove they have been actively seeking employment while awaiting resolution of their cases. Employees walking a picket line for two weeks would not be entitled to back pay for those weeks because they were on the picket line and therefore not actively seeking employment. ❖

■ IN MEMORIAM: Cheryl Johnson

CLUW mourns the loss of National Vice President Cheryl L. Johnson, RN, who died on Oct. 28 from a brain aneurysm. Sister Johnson, 57, was president of the United American Nurses and an AFL-CIO Executive Council member.

"Cheryl was a strong voice on CLUW's officers' council and shared her strong belief in the need and right for nurses and all workers to organize. She was so deeply dedicated to this effort," said President Marsha Zakowski. "We extend our deepest sympathy to her family and friends."



CONVENTION SUMMARY

continued from page 1



Maria Somma (USW), president, Asian Pacific American Labor Alliance, AFL-CIO, addressed the convention as part of the "Diversity in the Labor Movement—Dialogue and Action" panel. At right is CLUW VP Maria Neira (AFT).

sion titled "Diversity in the Labor Movement—Dialogue and Action." From the floor, delegate Wanda Shelton-Martin used her own experience—she started as a volunteer on the election committee and is now a CLUW State VP for Maryland—to demonstrate how women and people of color can move up within their own

organizations. She also mentioned the value of networking and cultivating relationships.



Underscoring the need to change the face of union leadership was convention speaker **William Burrus** (left), president of the American Postal Workers

Union. "People in the workplace must see individuals that represent their interests who look like them, have the same aspirations that they have, face the same struggles that they face," he said.

Among the 17 other resolutions delegates approved was a call for CLUW to "make health care issues a cornerstone of its ongoing work" and actively help educate women about issues such as its Cervical Cancer Prevention Works program. The convention also passed strongly worded resolutions for single-payer health care, justice for immigrant workers, paid parental leave, gay marriage rights, and fair international trade (see page 12 for



Marilyn Furer (USW), above. The Chicago CLUW member is known as the "Whistle-Blowing Grandma" because she discovered that the bib her grandson was chewing on contained toxic lead (used to soften the vinyl backing). She sounded the alarm, which resulted in Wal-Mart pulling the product from its shelves nationwide.



"Protect Our Kids—Stop Toxic Imports" campaign, saying, "We're showing the connection between a series of bad trade deals and the poisoning of our environment... We need to fight to re-regulate the global economy."

Political activism was the message of retired AFL-CIO Executive VP **Linda**



a summary of all approved resolutions).

The fair trade resolution, tied to the issue of toxic imports, was considered by the convention following a presentation by

"What we need to ask is 'Does it fit today?' as opposed to saying, 'If it's not broke, don't fix it.'"

— Irene Harris, Ontario Federation of Labour, on the importance of diversity in union leadership



Chavez-Thompson (left), whose arrival brought hundreds of CLUW members to their feet to show the petite

woman just how large her effect on working America has been.

Chavez-Thompson reminded delegates that too many people, especially women, still live paycheck to paycheck, and urged unionists to make it "a personal fight to turn this country around."

Arlene Holt-Baker (below), the new AFL-CIO executive vice president, spoke about the coming presidential elections. She is the first African American to hold the second highest post in the AFL-CIO.

A convention highlight was a presentation by **Rep. John Conyers** (D-MI), chief sponsor of H.R. 676, the national single-payer health care bill, and chair of the House Judiciary Committee (pictured on page 5).

"Everybody in, nobody out," was Conyers' slogan as he explained that every industrial country in the world but ours enjoys health care for all. Delegates jumped to their feet, chanting, "Everybody in, nobody out!" in support of the legislation.

"Our government's priorities are so twisted that we're squandering our national treasure and the lives of our sons and daughters in a war in Iraq that is senseless and immoral."

— AFL-CIO Executive Vice President Arlene Holt Baker

As a nonpartisan organization CLUW cannot endorse a presidential candidate, but both **Sen. Hillary Rodham Clinton** (D-NY) and former **Sen. John Edwards** (D-NC) addressed the convention by video.

Edwards promised, if elected, to “punish those who violate current labor laws,” adding, “When I am in the White House, I will make sure America knows how important union organizing is.”

He outlined his plan for universal health care coverage for every man, woman and child, paid for using funds from President Bush’s tax cuts. He said his plan will offer long-term care, vision and dental coverage, and the ability to take it with you when you change jobs.

“Pick a fight—get mad and take action!”

—APRI President Clayola Brown (UNITE HERE)

“Health care shouldn’t be the focus of bargaining,” said Edwards.

Ann Lewis, Senior Advisor to Clinton, spoke to the convention and presented a video from the presidential contender, who also addressed the health care issue, saying, “No one has more scars from this fight than I do. I’m going to work with Congress so every man, woman and child in America has quality, affordable health care.”

On her plan for working families, Clinton said, “Too many Americans feel trapped between being a good parent and being a good worker,” Clinton said. “It’s about time we stopped just talking about family values and started pursuing policies that truly value families.”

Employee compensation was the central topic of convention speaker **Evelyn Murphy**, former Lt. Governor of Massachusetts and author of *Getting Even: Why Women Don’t Get Paid Like Men and What to do About It*. She said the pay gap—women



Rep. John Conyers (inset) was surrounded by CLUW members after he addressed the convention, including Michigan State VP Tanya Fitzpatrick (UAW) (to his r); Metro-Detroit’s Odessa Harrison (next to Tanya); former Michigan State VP Gloria Gonzales (far l) and Pittsburgh Chapter Recording Secretary Janet Hill (far r).

make 77 cents for every dollar a man earns—can cost a woman with a law degree \$2 million over her lifetime. Dr. Murphy advised delegates to benchmark salaries, conduct workshops, and make CLUW a leading national voice for equality.

April Medlin, right, from Military Families Speak Out challenged CLUW sisters to get active to end the Iraq war. Following her speech, the assembly approved a resolution titled “End Bush’s Iraq Folly and Debacle Now.”



Despite the serious issues before the delegates, the convention was a lively four days, with labor songs and snake dancing marking the beginning and end of every plenary session and the gala reception on the last evening. Prior to the first day of business, delegates attended workshops on self-defense, preventing cervical cancer, and leadership/organizing skills (see story on page 13). ❖



Bringing greetings to the Convention from the Las Vegas Culinary Workers local is president and UNITE HERE VP Geoconda Arguello Kline. The local represents food service, housekeeping, porters, casino and other workers in Las Vegas and Reno.



Eleanor Trice, Union Privilege’s Strategic Initiatives vice president, explains the Union Plus Diversity Scholarship.

International guests Merlita Flores (l) and Rowena Baguion, Philippine Transport and General Workers Organization Women’s Committee board members.



AFL-CIO LAUNCHES INITIATIVE TO RESTORE WORKER POWER

Why is it so hard for many American workers to make a decent living in the richest country in the world? That’s the question posed by AFL-CIO Executive VP Arlene Holt-Baker when she addressed the CLUW convention in October and explained the labor federation’s new “An Economy That Works for All” campaign.

AFL-CIO Senior Field Organizer Yvonne Wheeler also gave a visual presentation on the campaign. The program’s goal is to build a network of activists who will educate and mobilize other union members to get involved in efforts to change the political and economic landscape by putting in office a pro-worker President and other elected officials in 2008.

Instead of continuing to pursue a corporate agenda of free trade, off-shoring, privatization, deregulation, tax cuts for the wealthy, and slow growth, Holt-Baker said, “the labor movement believes we should promote policies such as fair trade, rebuilding manufacturing, quality services, public investment, fair taxes, good jobs for all, and the freedom to form unions.”

CLUW urges all members to spread the word within their unions and prepare to mobilize for the elections and beyond. See www.aflcio.org/issues/jobseconomy for downloadable material. ❖

CLUW Cervical Cancer Prevention Works (represented by Director Carolyn Jacobson, second from l) and CLUW member Jeoin Ward received Women in Government's highest awards from ceremony emcee Dr. Donnica Moore (l) and WIG Chair Connie Lawson (r), an Indiana State Representative.

Photo: Len Spoden



CLUW honored by Women in Government

A CLUW member, Jeoin Ward, and a CLUW project, Cervical Cancer Prevention Works, received Presidential Leadership Awards honoring individuals and groups for advancing efforts to eliminate cervical cancer. The awards were conferred by Women in Government, a non-profit, bipartisan organization representing women state legislators.

The awards ceremony was held at the John F. Kennedy Center for the Performing Arts in Washington, DC on November 16 as part of the Third Annual HPV & Cervical Cancer Summit, the nation's largest cervical cancer gathering of state lawmakers, medical experts, advocates and public health officials.

In 2004 WIG launched the Challenge to Eliminate Cervical Cancer Campaign, which engages state legislators nationwide in policy and awareness initiatives to advance cervical cancer prevention. To date, all 50 states have introduced or enacted legislation or resolutions aimed at cervical cancer elimination.

Jeoin Ward (former CLUW Virginia Alternate State Vice President and a member of the American Federation of Teachers) is a State Delegate, representing Hampton, VA. She was recognized for co-sponsoring the only legislation in the country to pass the state legislature requiring the HPV vaccine for entry into sixth grade. Del. Ward played a key role in pas-

sage of this landmark legislation.

CLUW's Cervical Cancer Prevention Works (CCPW) program, created in 2005 with an unrestricted educational grant, empowers union women by providing them with information on how to prevent HPV and cervical cancer.

Since its inception CCPW has been instrumental in raising awareness and effecting policy changes to eliminate this deadly disease. CCPW partners in its work with WIG. Carolyn Jacobson, who created and heads CCPW, accepted the award on behalf of the project and CLUW. Sharing in this honor is CLUW Executive VP Jean Hervey, a cervical cancer survivor who helped lead the way in this effort. ❖

CLUW BACKS MEDICARE COVERAGE OF BETTER CERVICAL

Along with APRI and the AFL-CIO, CLUW is solidly behind legislation Rep. Rosa DeLauro (D-CT) introduced on Nov. 1 to include HPV testing (with Pap) under Medicare. It is co-sponsored by Allyson Schwartz (D-PA).

The Medicare Cervical Cancer Screening and Detection Coverage Act of 2007 (H.R. 4055) would require Medicare to cover testing for the human papilloma virus (HPV), the major cause of cervical cancer, in conjunction with the standard

Pap test as part of routine cervical cancer screening for older women. Women aged 65 and older account for nearly 20 percent of all new cervical cancer cases and more than 35 percent of all deaths from the disease, according to the National Cancer Institute.

CLUW, led by its Cervical Cancer Prevention Works project, had been working with Rep. DeLauro in preparation for the bill's introduction and helped garner support from more than three dozen organizations.

"Cervical cancer is a preventable disease. Over the past five decades, the Pap test has been the linchpin in our ability to dramatically reduce the rate of cervical cancer. By incor-

porating new technology—the HPV test—with current routine screening practices, we can lower those rates even further," said Rep. DeLauro. "There is no reason Medicare should not be moving to cover this as part of standard screening."

"We are dedicated to eliminating the racial disparities in health care in our country. While cervical cancer rates are decreasing slowly in the United States, that's not the case among African American women who have the most to gain from this bill," said APRI President and CLUW member Clayola Brown.

"The Coalition of Labor Union Women is particularly pleased that

**JANUARY IS
NATIONAL
CERVICAL HEALTH
AWARENESS
MONTH**

For what you can do to prevent cervical cancer, see: www.cluw.org/cervcancer.html

PREVENTING ANTIBIOTIC-RESISTANT INFECTIONS

Antibiotic-resistant infections are increasing in our communities. Recent publicity has focused on **MRSA**—methicillin resistant staphylococcus aureus. When this infection gets into the bloodstream of surgical patients, it can be life-threatening.

Staph germs are very common, but most strains are not the dangerous, antibiotic-resistant ones. However, there has been an increase of MRSA infections in workplaces and schools.

Staph germs can be found in the noses and on the skin of healthy people. The germs are easily transmitted to doorknobs and other objects people frequently touch. Skin-to-skin contact (e.g. handshakes) and sharing personal items such as makeup, razors or towels increase transmission.

Intact skin is an excellent barrier to infection. When germs get into a cut or other break in the skin, infection may follow. Some symptoms are redness, swelling and pus.

To protect yourself from MRSA and other infections, follow these steps:

- Wash your hands frequently with soap and water. Demand that your workplace have adequate soap, water and paper towels. Liquid soap is recom-

mended. Use hand sanitizer when soap is not available.

- Keep cuts and other open wounds clean and covered with a bandage. Avoid contact with other people's wounds or material from contaminated wounds.
- Do not share personal items such as towels, washcloths, razors, uniforms, or personal protective equipment.
- Use moisturizer to prevent dry, cracked skin.
- Insist on a clean environment at work. In addition to general cleaning, items such as shared tools, doorknobs and telephones should be cleaned periodically.
- If you have an illness or infection requiring antibiotic treatment, take all of the doses even if you are better. Taking the complete series of doses helps prevent germs from becoming antibiotic resistant.

Visit www.cdc.gov/niosh/topics/mrsa for more information. ❖

—Helen Ramirez-Odell RN, co-chair of CLUW's Women's Health and Wellness Committee

CANCER SCREENING

the bill has been introduced. Through our Cervical Cancer Prevention Works program, which educates union women about HPV and cervical cancer, we've learned that older women often do not realize they are at risk for cervical cancer and that HPV can be detected before it develops into cervical cancer," said Marsha Zakowski, CLUW president.

CLUW Executive Vice President Jean Hervey attributes her good health today to asking for the HPV test when she had her routine Pap test some years ago. "It's so important to eliminate the barriers to access. This bill is the first step in helping older women of all races have access to HPV testing." ❖

CLUW's Washington, DC Chapter held its second annual Health Fair on November 10 at AFL-CIO Headquarters. The DC Metro CLUW event featured fitness instruction and tools to help build a healthier life. (See www.cdc.gov/women/tips.htm for advice for women.)



CLUW congratulates National Treasurer Judy Beard, a former APWU staff member who was elected director of APWU's Retirees Department. She is pictured at the union's November 8 installation of officers with Margie Brotherton (l), CLUW Virginia State Vice President.





Peggy Pierce (UNITE HERE) of the Las Vegas Chapter led the convention in the U.S. and Canadian National Anthems.



Lucky raffle winner April Oakley (UAW) with her prize, a blanket donated by TigerEye Design. Holding it are Recording Secretary Dolores Gorczyca (IFPTE) and President Marsha Zakowski (r).



CLUW Executive VP Jean Hervey (UNITE HERE), left, gets into the convention spirit with other delegates. Below: delegates during a plenary session.



CLUW's 14th Biennial Convention
Oct. 10-13, 2007 Las Vegas, Nevada



Thanks for making this a great



CLUW National Officers serenaded the delegates at the gala reception with their rendition of Bill Withers' "Lean on Me." Pictured are (from l) General Counsel Mary O'Melveny, National VP Bennie Bridges (AFGE), Corresponding Secretary Cheryl Eastburn (IAM), and National VP Larraine Darrington (CWA).



Above: Among the Sergeant-at-Arms Committee members are Co-chairs Vickie Cheek (IAM), left, and Katie Jordan (UNITE HERE), third from left.

United Steelworkers delegates display union banner during opening ceremonies.

Far right: UAW sisters at exhibit booth.





Top: CLUW VP Gloria Brimm (UAW) leads the other officers in song at the Gala Reception.

Above: Credentials Committee Co-chair Margie Brotherton (APWU) gives an 80th birthday kiss to committee member Arlene Tuff (AFSCME) while National VP Kerry Newkirk (SEIU) looks on.

Toni McBroom (IAM), center, dances to the convention music with other delegates. She was recently honored as IAM Sister of the Month for the US.

convention!

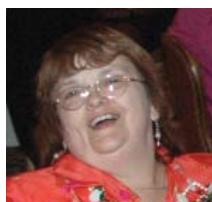


Clockwise from left: Joanne Sanders (IATSE), president of Central Indiana CLUW, confers with APRI President Clayola Brown (UNITE HERE).

Glender Anderson (UAW) visits the CLUW historical display outside the hall.

Anna Rickert (USW) enjoys herself at the gala reception.

Gale Ow (AFT) at a plenary session.



AWARDS

Among the highlights of each CLUW Convention is the presentation of awards to members for their valuable contributions to the labor movement:



Susan Holleran (AFSCME), right, was honored with the Clara Day Award but was unable to receive it in person due to illness. Shown accepting the award in her place from Sarah A. Puente (IBT), left, is Washington, DC State VP Bonnie Oakes (OPEIU). The award recognizes Sister Holleran, formerly DC State Vice President and now Alternate VP, for her many years of work inspiring and educating women to increase participation within their unions, CLUW and in the political and legislative process.



The Mother Jones Award was presented to President Emerita Gloria T. Johnson (CWA), who was not at the convention due to illness. It will be awarded in Washington to honor her many years of service to CLUW and to labor. Sister Johnson, a founding member, served as president of CLUW from 1993 until 2004 and its treasurer for 17 years before that.

The Joyce D. Miller Chapter Recruitment Award went to the Metro Detroit Chapter for having the greatest increase in membership. President Millie Hall takes the podium, surrounded by Metro Detroit members. President Emerita Joyce D. Miller conferred that award—and received a surprise honor (right) when President Zakowski (I) presented her with CLUW's Trailblazer Award.



LOCAL NEWS



Genesee County

The Genesee County Chapter held a "brick tribute" to the late Annie Graham, a CLUW co-founder and past Michigan state vice president who belonged to the UAW, at the union's Sit-Down Strike memorial in Flint, Michigan. At the observance, held on the anniversary of her July 2006 death, Chapter President Barb Young (UAW) announced that an engraved brick paver will be added to the memorial walkway. The chapter will hold a dedication ceremony and walk in 2008.



To celebrate Women's Equality Day on August 26, held annually to observe the anniversary of the 19th Amendment to the U.S. Constitution granting women in this country the right to vote, CLUW's Genesee County Chapter networked with Women in the NAACP (WIN). Chapter member Kathryn Blake (I) organized the event and sisters Penny Shumaker and Mary Simmons did readings. Special guest speaker was Jacqueline Hamer (second from I), who recounted memories of her civil rights activist mother Fannie Lou Hamer. Also pictured are NAACP President Frances Gilcrest (seated), Jane Blume and Mary Dillard.



Louisville, Kentucky

Members of the Derby City Chapter staffed a table to promote CLUW at the AFSCME Council 62 convention, held in Louisville August 24-26. Pictured from left: LaQuita Alsum (AFSCME), education coordinator; Linda Simpson (UAW); Wanda Mitchell-Smith (AFSCME), political action representative for Kentucky; and Kentucky State Coordinator Vera Newton (UAW). Other CLUW members who volunteered include Nell Horlander (CWA), Lillian Williamson (UAW), Chapter President Gwen Scott (UAW) and Princette Burnette (UAW).

Kentucky

CLUW members helped send 595 postcards encouraging women to vote in Kentucky's November 6 gubernatorial election. Kentucky CLUW State Coordinator Vera Newton (UAW) spearheaded CLUW's involvement in the postcard campaign, which was organized by Working America, the community affiliate of the AFL-CIO, and Women's Voices Women's Vote.

The campaign recruited women to host dessert get-togethers where attendees filled out postcards with a nonpartisan message encouraging recipients to vote. At one postcard event on October 7, Derby City CLUW members sent 295 messages to registered women voters in the Louisville area as they sampled Sister Newton's baked goods.

The postcards sent working women to the polls, where they helped fuel a landslide victory for Steve Beshear, signaling a shift in the state's political landscape.



Writing postcards urging women to vote are CLUW's Virginia Woodward (I) and Laura Caskey with daughter Elisabeth Tapp.

Florida First Coast

Florida First Coast CLUW, covering Jacksonville and the surrounding area, convened its first meeting on September 29 after the initial decision to reorganize this chapter. From left are Treasurer Minerva Faire (CWA), President Christine Hall (IAM), behind her Sidney McCullum (IBB), CLUW Membership and Field Organizer Karen See, Secretary Bunny Baker (IAM), Karen Hazlet (CWA), Mary Dill-Maxey (AFSCME), VP Sally Miller (CWA), associate member Rosa White, and Caroline Cornwell (USW).



Chicago, Illinois

Illinois Attorney General Lisa Madigan was the featured speaker at Chicago CLUW's gala reception honoring the 18 women on the Chicago City Council. Madigan hailed the growing percentage of women in public office, noting that women aldermen now comprise more than a third of the council.

Chapter Pres. Katie Jordan (UNITE HERE) introduced the chairperson for the Oct. 25 event, Jorge Ramirez, Secretary-Treasurer of the Chicago Federation of Labor. Chicago's labor movement was responsible for getting a number of union women elected in March, defeating anti-labor aldermen. Labor had targeted aldermen who had voted against the "Big Box" ordinance that required huge retailers such as Wal-Mart to pay a living wage and supply health coverage for their employees. The ordinance passed but was lost to a veto by Mayor Richard J. Daley.

James Thindwa, director of Chicago Jobs With Justice, and William McNary, co-chair of Citizen Action/Illinois and president of USAction, added their tributes.

Beatrice Lumpkin of Chicago CLUW called the tribute an example of CLUW's goal to increase women's participation in political and legislative activities. She outlined CLUW's three other founding goals and invited all to join the Chicago Chapter.



Shown at CLUW's tribute to Chicago's women aldermen are (from l.) Chicago Federation of Labor Secretary-Treasurer Jorge Ramirez, Chicago CLUW Executive Vice President Sandra Coffey (OPEIU), Illinois Attorney General Lisa Madigan, and Chapter President Katie Jordan.

Metro Detroit

■ Rep. John Conyers Jr. (D-MI), chair of the House Committee on the Judiciary, was honored at Metro Detroit CLUW's annual Peace and Justice Awards Banquet on December 2 with the Henry Hitt Crain Award. Rep. Barbara Lee (D-CA), first vice chair of the Congressional Black Caucus, was presented with the Maryann Mahaffey Award, and Jean and Charles Rooney, passionate and persistent activists and advocates for peace and justice, accepted the Pastor's Award. Receiving CLUW's Worker for Justice Award was Chapter President Millie K. Hall, a 30-year member of OPEIU who has headed Metro Detroit CLUW since 1990.

■ President Millie Hall was elected Executive VP for AIDS Partnership Michigan, which provides education, prevention, intervention and services

to those infected and/or affected with HIV/AIDS. Metro Detroit CLUW's annual holiday party on December 11 included a World AIDS Day candlelight segment to emphasize the growing HIV/AIDS infected populations in Detroit and around the world.

■ Sister Dorothy M. Hale (UAW) passed away November 6 after a battle with bladder cancer. An activist in the community, she served as president of the Zeta Phi Beta Amica chapter for three consecutive terms. She is the mother-in-law of Metro Detroit CLUW President Millie Hall (OPEIU) and grandmother of Jason Hall (Directors Guild), Dr. Angela Hale-Barrett and Derrick F. Hale—all associate CLUW members.

■ President Millie Hall discussed gender equity in the workplace, collective bargaining and alternative dispute

resolution on August 31 with Maria Rebosura of the Department of Trade and Industry for the Philippines, a participant in the Department of State's International Visitor Leadership Program.

■ Sister Margaret Hall (OPEIU) was elected treasurer of Metro Detroit CLUW on November 13, filling the vacancy created by the untimely death of long-time chapter treasurer Evelyn Brooks.

■ Metro Detroit CLUW is gearing up to Go Red For Women on February 1, National Wear Red Day, to show their commitment to fight cardiovascular disease, the #1 killer of women in the United States. President Millie Hall appears in the American Heart Association's 2008 Detroit Goes Red Calendar.

■ Wayne County, Michigan honored Metro-Detroit CLUW sister Linda K. Lewis (UAW) for her many contributions to the labor movement, including serving as the first African American woman on the executive board of Local 600, UAW's largest. Former chair of the Local 600 Women's Committee and the Milan Plant's Women's Committee, she currently serves on the local's Retiree Chapter executive board.



Florida First Coast CLUW Secretary Bunny Baker (IAM), far right, was among the CLUW members supporting locked-out Jacksonville Symphony Orchestra musicians on Nov. 15 after the American Federation of Musicians members voted down management's contract offer. Other picketing CLUW members included President Christine Hall (IAM) and Mary Dill-Maxey (AFSCME). Also participating was Barbara Engle (AFM), formerly CLUW State VP in Florida.

■ CONVENTION RESOLUTIONS

DELEGATES DEBATE, ADVOCATE CLUW GOALS

By approving 18 resolutions, delegates to the 14th Biennial Convention set CLUW policy on a host of issues affecting working families, including mandates to push lawmakers to pass the Employee Free Choice Act that would amend the National Labor Relations Act to allow private-sector workers to form unions by simply signing a card; the Fair Pay Restoration Act to eliminate unreasonable time limits for victims of pay discrimination; and the Decent Working Conditions and Fair Competition Act prohibiting products made in sweatshops to enter the U.S. market.

Other resolutions underscored CLUW's need to "make health care issues a cornerstone of its ongoing work" and reaffirmed CLUW's support for H.R. 676, Rep. John Conyer's National Health Insurance Act. It would create a universal single-payer system like Medicare that covers all U.S. residents for medically necessary services, prescription drugs, durable medical equipment, long-term care, mental health services, dentistry, eye care, chiropractic and substance abuse treatment, while allowing patients their choice of physicians and providers—without co-pays or deductibles.

"Our health care system is broken and needs to be fixed," said Janet Hill (USW). "Health care costs are skyrocketing out of control, placing all of us at risk for losing health insurance."

Additional health care resolutions mandate CLUW to:

- Educate members about breast cancer risks and detection and support additional research funding.
- Support CLUW's Cervical Cancer Prevention Works project that informs union women of the cause and early detection of the virus that causes cervical cancer, and push for

insurance or government coverage of screening tests and vaccines.

- Lobby for funding for HIV/AIDS programs and support efforts to eliminate discrimination against workers living with HIV/AIDS.
- Oppose healthcare benefit discrimination based on gender identity or expression.

The convention also passed strongly worded resolutions advocating:

- Complete withdrawal of all American troops and private contractors from Iraq and a halt to further war funding.
- Reform of immigration laws and the citizenship process.
- Two years of paid maternity/paternity/family leave.
- Civil marriage for all lesbian, gay, bisexual and transgender people.
- More women and people of color in labor leadership and working with AFL-CIO constituency groups to maximize impact on the 2008 elections.
- Inclusion of quality labor standards in any U.S. trade agreement to make international trade fair and thus level the playing field for U.S. manufacturers and workers.
- The USW "Protect Our Kids—Stop Toxic Imports" campaign to change unfair trade policies that have flooded the U.S. with products produced without health regulations, and encourage the use of home lead testing kits.
- Support for the Rosie the Riveter/World War II Home Front National Historic Park in Richmond, CA.
- May Day in the U.S. to celebrate international labor solidarity.

The complete text of each resolution can be downloaded from our website, www.cluw.org. ❖

"What happens in Vegas—
at this convention—does not
stay in Vegas! Participate—
Be Active—Share Information!"

FIRST-TIME PARTICIPANTS WELCOMED AT ORIENTATION

More than 60 delegates attended an orientation session held by CLUW officers for those attending their first CLUW Convention. Along with a welcome, President Marsha Zakowski explained CLUW's history and purpose.

National Recording Secretary Dee Gorczyca developed a booklet called "An Introduction to the CLUW Convention" with rules, logistics and parliamentary procedure. They were explained in detail by Sergeant-At-Arms Committee Co-chair Katie Jordan and its Officer Liaison Gloria Brimm, Officer Liaison to the Rules Committee Kerry Newkirk, and Parliamentarian Mary K. O'Melveny.

Young Women Workers and Recruitment Committee co-chair Toni McBroom explained the Mentor Program at the end of the meeting and encouraged attendees to remain active when they return home. Delegates were reminded, "What happens in Vegas—
at this convention—does not stay in Vegas!
Participate—Be Active—
Share Information!" ❖

■ CONVENTION WORKSHOPS

WORKSHOPS ENHANCE DELEGATE SKILLS

In addition to a special orientation for newcomers, convention participants had the opportunity to attend three workshops from a selection of seven that are reviewed in brief below:

How the Changing Demographics of Women and Minorities Affect the Union and Political Landscape

Russell B. Davis (AFGE) of the U.S. Census Bureau analyzed statistics illustrating the gaps in compensation that still exist for women and people of color when compared to men in most occupations. AFL-CIO Civil, Human and Women's Rights Dept. Director Rosalyn Pelles then translated the numbers to show their impact on unions and politics, and explained why women should be targeted in organizing and political campaigns.

Robert's Rules of Order Made Easy

Facilitated by Bennie Bridges (AFGE), Cecilia De La Torre (IBEW) and Chris Habecker (IBEW), two sessions of the workshop were conducted by CLUW NEB member Nancy Lee Waters (IAM) and one by NEB member Margaret Shellada (AFT). They recommended that participants check their local union's constitution and by-laws regarding existing rules for conducting meetings—and where there are none, *Roberts Rules of Order* takes precedence. A role-played scenario educated and engaged participants.

Save a Woman's Life or Your Own—Prevent Cervical Cancer

Cervical cancer survivor and Tamika and Friends Inc. Founder Tamika Felder (AFSCME), Cervical Cancer Prevention Works Director Carolyn Jacobson (UAW), and Mary Ivanov of Planned Parenthood of Southern Nevada explained that cervical cancer is caused by certain types of HPV, a common sexually transmitted



Tamika & Friends founder Tamika Felder (AFSCME) and Cervical Cancer Prevention Works Director Carolyn Jacobson (r) at the "Save a Woman's Life" session.

infection. These generally go away, but persistent infections can lead to cervical cancer if abnormal cell changes are not detected and treated. (More information is on the CLUW website, www.cluw.org.)

Instructors Fred Haas (l) and Gary Bowes demonstrate a release technique with Jearlean Fleming (OPEIU) and Karen Wing (APWU), two of the co-chairs of the Work and Family



Issues Committee that sponsored the Self-Defense Workshop.

Self-Defense: Inside and Outside the Home

The workshop provided a wake-up call for women who have grown lax about personal safety, with presenters Fred Haas of the Las Vegas Police Department and karate master Gary Bowes urging attendees to be aware of their surroundings at all times. They reviewed male danger signals and easy ways to defend yourself, with Bowers noting he tells his daughter and wife to always fight an attacker.

Ties That Bind: The CLUW-Union-Community Connection

Verlene Wilder-Jones (OPEIU), CLUW's Washington State VP, and Sheila Jones (IAM), a Georgia state representative, focused on cultivating union and community coalition partners to accomplish chapter goals, highlighting the need for advance planning, prioritizing and evaluating of chapter programs to increase member participation in these partnerships.



The presenters for the "Ties That Bind" workshop: CLUW Washington State VP Verlene Wilder-Jones (OPEIU), left, and Georgia State Representative Sheila Jones (IAM).

Participants then broke into smaller groups to develop a tool kit for the use of all chapters that will include examples of common barriers as well as strategies that work well to overcome them.

2008 Political Party Conventions: Be a Delegate and Voice for Labor

Andres Ramirez of the Nevada State Democratic Party explained the process by which delegates are elected for political party conventions but stressed that rules

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APWU WOMAN-TO-WOMAN ORGANIZING PAYS OFF

Inspired by discussions of woman-to-woman organizing during the 2005 CLUW Convention, 17 women who were elected APWU national officers approached union President William Burrus with a plan to focus on recruiting women—and he enthusiastically agreed.

The **Women's Organizing Campaign** was launched last spring when the women leaders, who coordinate the campaign in

conjunction with the APWU Organizing Department, mailed letters to every postal worker not already a union member, and sent packets of promotional materials and sign-up forms to APWU locals. Union members set up tables in post offices and talked with women workers, explaining the benefits of joining.

The result? Since March, more than 7,000 workers—both men and women—have joined APWU.

"The campaign addresses issues that matter to working women," said CLUW Treasurer Judy Beard, who was recently elected as APWU Director of

Retirees and is deeply involved in the Women's Organizing Campaign.

She points out that the tools that help postal workers cope are all union-made: Family & Medical Leave, which enables them to take time off to care for sick family members; the right to bid on the jobs that best suit their schedules; the opportunity to use sick leave for dependent care; job security; and the right to bargain for decent wages.

Another key to the campaign's success is "looking at things from a woman's perspective. Sometimes women don't sign up because of the way they are approached and who approaches them," she said. ❖



APWU President William Burrus surrounded by CLUW convention delegates at the APWU exhibit.



International labor leaders were briefed on the status of women in U.S. society, the labor movement and politics by CLUW Treasurer Judy Beard (2nd row, 4th from right) and CLUW Executive Director Carol Rosenblatt (holding document). The August 30 lunch meeting was arranged by the Solidarity Center and Meridian International Center under the auspices of the Department of State's International Visitor Leadership Program.

Sister Beard, along with CLUW Membership and Field Organizer Karen See, also met on November 2 with trade unionists from three African countries working on HIV/AIDS education within their unions, arranged by the AFL-CIO Organizing Institute.

CLUW supports Labor Against

US Labor Against the War held its annual Steering Committee meeting recently to plan programs and actions for the coming year. CLUW is an affiliate of USLAW and Philadelphia Chapter President Kathy Black is a co-convenor of this national anti-war voice of the labor movement. Also representing CLUW at the Nov. 30-Dec. 2 meeting in Chicago was Executive Director Carol Rosenblatt, who serves on the Steering Committee.

The 2007 CLUW Convention passed a resolution urging all chapters to affiliate and advance the USLAW agenda, which includes pressing Congress to stop funding the occupation so war spending can meet human needs at home instead, increasing the participation of unionists in anti-war protest activities, and continuing solidarity work with Iraqi unions.

To accomplish this important work and other planned programs, USLAW desperately needs your support. **CLUW urges its chapters to affiliate and its members to join as individuals.** Individual annual dues are \$25 or you can become a sustainer and pledge a small amount each month.

Support USLAW by visiting www.uslabor-againstwar.org to join and for a wealth of information on Iraq, its labor movement, the war and the anti-war movement. **Or send a contribution of any size to USLAW, 1718 M Street NW, PMB 153, Washington, DC 20036.** Be sure to tell them CLUW sent you! ❖

WORKSHOPS

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vary by state, so those interested should contact their state party to request information on the process. The only prerequisite to serve as a delegate is that the individual be a registered voter.

Labor and LGBT Equality

Presenter Sandra Telep (OPEIU), a marriage organizer at Pride at Work, explained how the Employment Non-Discrimination Act is needed to extend fair employment practices under federal law to the gay, lesbian, bisexual and transgender community. She reviewed workplace issues such as harassment situations and the need for gender-neutral bathrooms, and stressed the importance of union contracts that include marriage equality, domestic partner benefits and other forms of relationship recognition. ❖



Above: Sandra Telep of Pride at Work reviews issues at the "Labor and LGBT Equality" workshop.

Pocahontas Lyons (USW) at the "How the Changing Demographics of Women and Minorities Affect the Union and Political Landscape" workshop, and, far right, CLUW Kentucky State Coordinator Vera Newton (UAW) participates in a session.



the War

Photojournalists reveal toll of Iraq War

CLUW was a supporter of a photo exhibit at the AFL-CIO in early November that revealed the impact of the Iraq War on ordinary Iraqi families. The images of four independent photojournalists who worked extensively in Iraq delivered the message that living amid the daily dangers of a war zone takes a terrible toll.

The exhibition of "Unembedded: Four Independent Photojournalists on the War in Iraq" was sponsored by the American Public Health Assn. and the AFL-CIO Dept. for Professional Employees.

Last winter the AFL-CIO Executive Council approved a statement saying that with the war in Iraq turning into a civil war, it's time for the United States to end its military involvement there. The recent CLUW Convention passed a resolution urging an end to "Bush's Iraq Folly." ❖

Philadelphia CLUW members Alice Hoffman, Sylvia Lieberman, Liz McElroy (in background, holding banner) and Kathy Riordan call for an end to the Iraq War.



PHILLY CLUW MEMBERS TURN OUT FOR PEACE RALLY

Dozens of Philadelphia CLUW members joined hundreds of other union members and thousands of peace-loving citizens in a mass regional mobilization on October 27 calling for the Bush Administration to end the war in Iraq, bring the troops home now, and care for them when they return. It was one of numerous events held nationwide which were sponsored by United for Peace and Justice and endorsed by U.S. Labor Against the War as well as CLUW Convention delegates. Philadelphia CLUW was a sponsor of the event and helped with the planning.

Labor groups filled about five blocks of a three-mile human chain

that was conceived and organized by CLUW member John Braxton (AFT). Joining the CLUW block were Pat Eiding and Liz McElroy, president and political director of the Philadelphia AFL-CIO, Temple University faculty (TAUP, AFT) and students, and members of Philadelphia NOW. In the afternoon the 5,000-person chain marched to Independence Hall for a peace festival and rally.

"Our members know it will take more than demonstrations to end this immoral war, and we are committed to keeping up the pressure on Congress and the Administration until every soldier is safely home," said Chapter President Kathy Black. ❖

THANK YOU

CLUW wishes to thank the following Lifetime (\$1,000), Sustaining (\$150), Supporting (\$100) and Contributing (\$75) members. To become a special member of CLUW, please make your check payable to CLUW and mail to National Treasurer Judy Beard. Your contribution will help empower women through the labor movement.

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