



The National Federation of Business & Professional Women's Clubs, Inc.

November 2018
Newsletter

Upcoming Events

MARK YOUR CALENDARS

Momentum Club Meeting via Zoom

7 November 2018

8:15 AM Pacific | 9:15 AM Mountain | 10:15 AM Central | 11:15 AM Eastern

NFBPWC Board of Directors Meeting

28 November 2018

5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM Central | 8:00 PM Eastern

CSW63 (2019)

11 March 2019 to 22 March 2019

United Nations Headquarters in New York



XXX BPW International Congress (2020)

21 August 2020 to 26 August 2020

[Hilton Buena Vista Hotel](#), Orlando, Florida



In This Issue

| | |
|--|----|
| Upcoming Events | 1 |
| About NFBPWC | 2 |
| President's Letter – Sandy Thompson | 3 |
| Women Answered Call in WWI | 4 |
| NFBPWC Advocacy Platform (2018-2020) | 7 |
| Membership News – Megan Shellman | 8 |
| NFBPWC Secretary Letter – Marsha Riibner-Cady | 9 |
| Member Spotlight – Nancy Werner | 10 |
| Advocacy News – Nancy Werner | 11 |
| Between the Tweets – Lilly Gioia | 11 |
| Advocacy News – Sharon Simmons | 20 |
| United Nations Corner – Elizabeth Vanardenne | 22 |
| Leadership & Learning Committee Report – Kathy Kelly | 25 |
| Mentoring Committee – Susan Oser | 25 |
| Green News – Laurie Dameron | 26 |
| Sexual Harassment Committee Report – Jackie Melvin | 28 |
| State Federation & Club News | 29 |
| NFBPWC California Federation | 29 |
| NFBPWC Colorado Federation | 30 |
| NFBPWC Florida Affiliate | 31 |
| NFBPW La Grange Chicago Affiliate | 31 |
| NFBPW New York City Affiliate | 31 |
| NFBPW North Carolina | 32 |
| Pennsylvania Affiliate Chapter | 34 |
| NFBPWC El Paso Texas West | 35 |
| NFBPWC Houston | 35 |
| NFBPWC Paso Del Norte | 36 |
| NFBPWC Virtual Club | 36 |
| NFBPWC Young BPW | 36 |

Submission Deadline for the December eNewsletter is Monday, November 26th at 5:00 pm Mountain Time

ABOUT NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

The National Federation of Business and Professional Women's clubs (NFBPWC) develops the business, professional and leadership potential of women on all levels through education, advocacy, networking, mentoring, skill building and economic empowerment programs and projects.

The National Federation of Business and Professional Women's Clubs (NFBPWC) of the United States of America is an affiliate of the International Federation of Business and Professional Women, which spans across five regions and over 110 countries of the world. In 2017 we celebrated 98 years of empowering women through our mission which is to develop the business, professional and leadership potential of women on all levels through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

Contacting your NFBPWC Executive Committee (2018-2020):

Sandy Thompson, President
Megan Shellman, VP Membership
Nancy Werner, VP Advocacy
Marsha Riibner-Cady, Secretary
Gloria Flores, Treasurer
Liz Benham, Immediate Past President

president.bpw@nfbpwc.org
vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
secretary.bpw@nfbpwc.org
treasurer.bpw@nfbpwc.org

Standing Committees:

Membership, Megan Shellman, Colorado
Advocacy, Nancy Werner, Pennsylvania
United Nations, Elizabeth Vanardenne, Virtual
Environment, Laurie Dameron, Colorado
Mentoring Taskforce Chair, Titilola Adisa, Momentum
International Liaison, Bessie Hironimus, California
Leadership & Learning, Kathy Kelly, Colorado
Public Relations, Daneene Rusnak, Virtual

vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
evanarden27@gmail.com
ldameron@bpwcolorado.org
tytyadisa@yahoo.com
Bessie.hironimus@bpw-international.org
kathy@ppiadvantage.com
daneene1124@gmail.com

Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina Barbara.bozeman@ymail.com
Host Planning, Liz Benham, Florida
Newsletter, Michele Guarino, Colorado
Nominations, Manjul Batra

michele@asecondoffice.com
manjulm@aol.com

Taskforce:

Elimination of Sexual Harassment, Jackie Melvin
Rapid Response – Linda Wilson

jamelvin@pacbell.net
lindalwilson@juno.com

PRESIDENT'S MESSAGE



By: Sandy Thompson
President, NFBPWC

Greetings!

I hope you all had a wonderful Halloween filled with lots and lots of treats.

November is a busy month with lots going on. First, November 6th is not only the birthday of my Uncle, Cousin and Nephew, but it is the day this year to VOTE! I hope that you all will exercise your right to vote that our Foremothers fought so hard so that we can vote. We must be eternally grateful to all the women who have fought for our rights. And we must vote to ensure we do not lose those rights.

Second, below is an article on some unique women veterans ([Women Answered Call in World War I](#)) Veterans Day was established as November 11th in 1918 on the occasion of the armistice between Germany and the Allies. On November 11, 1919, President Wilson proclaimed that the day should be "filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory." There were plans for parades, public meetings and a brief suspension of business activities at 11 a.m. In 1954, the name was changed to Veteran's Day. And President Ford signed a law saying the date could not be changed. Please remember to thank our veterans.

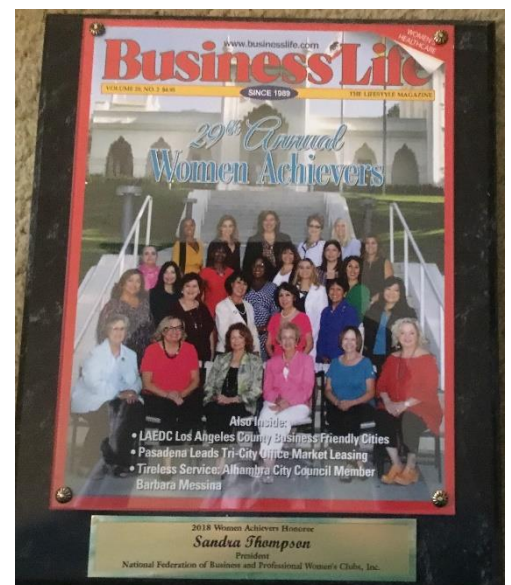
As we continue our journey in our history we move to the 1930's -

BPW worked to prohibit legislation or directives denying jobs to married women. BPW lobbied successfully to legislatively end the legal practice of workplace preference for unmarried persons and, in the case of married persons, preference for males.

This reminds us that we must be aware of legislation that is being passed in our states and nationally. I hope that you all have an active advocacy committee.

On October 1st, I was honored by Business Life Magazine as one of their women achievers. I am most grateful and humbled by this honor. It was wonderful to have many of my BPW Sisters there that day to make it even more special. I am attaching a photo of the plaque I received which shows the cover of the magazine.

Enjoy Fall, it is an interesting time of year as I see pictures that some of you have posted of several feet of snow, while some of us still think it is summer with 90-degree weather.



Women Answered Call in World War I

By: Sandy Thompson
President, NFBPWC

In World War I, telephone operators were needed in Europe. General John J. Pershing, commander of the American Expeditionary Forces during World War I, quickly saw that women—American women—would be better at telephone work than the men. The Signal Corps was all male, and they were not only assigned to string lines but to handle all communications and were not doing well at the task.

A call was put out throughout America for women to serve in Europe as operators. The preferred candidates were fluent in French and English.

Background on the U.S. and the War

When the U.S. entered the war in the spring 1917, the U.S. Signal Corps was immediately tasked with stringing new telephone lines. The communication system in war-torn Europe was in shambles. General Pershing even made sure that telephone elements were part of the equipment he brought with him on his arrival in Europe. He knew this was a priority.

As Pershing waited for the system to become operational, he saw that the men were skilled at stringing the lines. However, he noted they were slow and impatient when it came to plugging and unplugging the calls, as operators had to do at that time. The French offered their operators. Pershing tried the French women in the jobs for a time, but the women were not as adept as American operators, and the language difficulties were very frustrating.

Ads Sent Out in U.S.

In November of 1917, Pershing ordered that advertisements be run across America, seeking bilingual women operators—or bilingual women who were willing to be trained. One thousand seven hundred fifty applied; 450 were accepted for training; only 223 qualified to serve.

Marguerite Martin (1894-1959), a resident of San Mateo, California, was among those chosen for training.

She had an ideal background. Her father was a Frenchman who contracted yellow fever when working to help build the Panama Canal, long before she was born. He was sent north to San Francisco to recover. While there, he met another French immigrant whom he married.

Trained and Then Sent to Europe

Told to bring about \$500 for her uniform and supplies, Marguerite arrived for training and was among [those selected to serve](#). They were given the Army oath of office, and in June of 1918, she boarded a transport bound for Europe. The journey was long and difficult. The Germans were using submarines to bomb ships on their way to France. The captain steered defensively, taking an indirect path to avoid the lanes the Germans were bombing.

Marguerite and the other women landed in England before being transported to France. Once in the French capital, they worked long shifts, plugging and unplugging calls. The military immediately saw a difference—the operators were soon managing three times the number of phone calls the men handled.



There was nothing routine about the work. Each day the priorities changed. If a certain unit was going into – or coming out of – battle, then that commander's calls needed to be a priority. The women had to keep all of this information straight in order to do their jobs.

Speaking French and English was also imperative. Sometimes, they were also held on a call in order to translate.

Marguerite was primarily based in Paris, but her grandson reports that her diary reflects artillery fire and nearby bombing, and occasional direct hits where citizens were killed. There was nothing easy about the work.

Armistice

The Armistice established on November 11 was welcomed by all. Thank-you letters were sent out to many, and over time, troops began to be sent home.

Among the most significant letter to the women was one written by the Signal Corps Brigadier General on November 12, 1918—right after the Armistice. He expressed deep gratitude for their work, but noted that the telephone operation would still be needed for a few months—none of the women would go home immediately. He also wrote:

"The bringing of women telephone operators to France for service with the AEF had no precedent, and for this reason the experiment was watched with unusual interest. It pleases me a great deal to say that by your ability, efficiency, devotion to duty and the irreproachable and businesslike conduct of your affairs, personal and official; you have not only justified the action taken in assembling all of you, but have set a standard of excellence which could hardly be improved upon and which has been responsible, in no small measure, for the success of local and long distance telephone communication."

There was also a handwritten letter from Windsor Castle bearing the signature of his Majesty King George. It was sent to members of the Signal Corps for their work on England's behalf. Marguerite's unit was not relieved until August 6, 1919. Upon their discharge, the operators received official communication from General John J. Pershing, thanking the women who helped win the war. "The part played by women in winning the war has been an important one," Pershing wrote in General Orders April 30, 1919.

Marguerite Martin arrived home safely.

During World War I, the women who served as operators were given every reason to believe they were members of the military. They took the Army oath of office, wore Signal Corps uniforms, and obeyed all military laws.

But in March of 1918—in plenty of time to inform the women—the legal counsel of the Army ruled that the women were not soldiers; they were contract employees. The women were never informed of this new definition of their status, one that would make them ineligible for veteran benefits.

This rude awakening occurred on their homecoming. When they were issued different discharge information and given different certificates of service, they realized what had happened.

For the next 60 years, female Signal Corps members, led by Merle Egan from Montana, petitioned Congress more than 50 times for recognition as veterans. Finally, in 1977, the statue was changed, and in 1979, the women were finally granted the veteran status they deserved.

By that time, only 33 of the operators who served during World War I were alive to receive their Victory Medals and discharge papers.

Marguerite Martin Lovera died in 1959, long before this acknowledgement.

The fight continues for more recognition for the World War I telephone operators and Signal Corps members. Currently a bill is before Congress that, if passed, would recognize the Signal Corps women with a Congressional gold medal.

If you would like to read the whole story of Marguerite please visit americacomesalive.com website. Thanks to Kate Kelly for permission to share parts of this story. America Comes Alive is a fascinating and enjoyable website with all sorts of interesting information from Dick and Jane and the Campbell Kids to the history of many holidays, people and animals. You can sign up for her monthly newsletter. Kate Kelly is a wonderful speaker that we in California have had the opportunity to hear several times. Check it out!



NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUB'S (NFBPWC) ADVOCACY PLATFORM 2018-2020

NFBPWC will employ several education, advocacy, monitoring and tracking strategies to meet the following priorities:

The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution – i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

Economic Equity and Justice

- Access to pay equity and retirement equity
- Access to education, training and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or disabled)
- Access to funding and capital for entrepreneurial activity
- Access to affordable and attainable housing

Health Equity and Justice

- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant care discrimination in the workplace (reasonable accommodations for breast feeding/breast pumping and pregnancy related conditions)
- Ensure workplace safety
- Expansion of mental health coverage and services

Human Rights – recognition that women's rights are human rights

- Ratification of the Equal Rights Amendment (ERA)
- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against minority women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women

MEMBERSHIP NEWS

By: Megan Shellman
Vice President of Membership, NFBPWC

Are You Using Your NFBPWC Membership Benefits?

NFBPWC members can support their business and professions by utilizing the following benefits:

- Grow through NFBPWC's formal **Leadership and Learning Program**.
- Share your successes on the **NFBPWC Showcase**: <https://www.nfbpwc.org/Our-Showcase>.
- **The Business Network**, <https://www.nfbpwc.org/Business-Network>, to market business and professional services in a public area of the website. Discover an international platform of intercultural understanding, languages and travel while establishing connections with women around the world.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the newsletter, e-alerts, website, and social media platforms (Email mshellman@bpwcolorado.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

Are you passionate about women's issues? You can participate and explore benefits only available to members:

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- Annual **Ms. Magazine** subscription.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

What NEW membership BENEFITS were created in the 2016-2018 term?

- Our NFBPWC Showcase: <https://www.nfbpwc.org/Our-Showcase>
 - A place to share your successes in a public area of the website.
- Business Network: <https://www.nfbpwc.org/Business-Network>
 - A place to share your business and professional services in a public area of the website.
- Member Spotlight: A member is spotlighted on the newsletter and social media platforms.
- Formal Mentoring Program for mentees and mentors.
- Formal Leadership and Learning Program.

Momentum Club:

The National Federation Business and Professional Women's Momentum Club (NFBPW Momentum Club) is a closed group that operates as a platform from which new BPW clubs/chapters, affiliates, and federations will launch. Current members of NFBPWC who wish to help open a new club or want to connect and support membership growth are welcome to attend. Individuals who would like to start a club in their area are welcome to attend and are invited to join the NFBPWC Momentum Club.

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting on November 7th via Zoom at 11:15 AM EST. Topics for the Momentum Club meetings are designed to help the members start

their own club and continue the growth of this vibrant organization. The topic for this meeting is “Reconnecting Women Across the Nation.” Event Link: <https://www.nfbpwc.org/event-3116794>.

NFBPWC Virtual:

We welcome all members and individuals to participate in this club and to learn more about growing our organization. If you do not have access to a local affiliation or federation, please consider starting a new club in your area or joining our NFBPWC Virtual. The Virtual club meets monthly and provides a variety of incredible topics with dynamic speakers. (Membership dues to NFBPWC Virtual start at \$60 annually for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#).

FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady
Secretary, NFBPWC

I am in the process of updating all the information for our board of directors, club presidents and committee members so that I have a “good list” when President Sandy or others have a need for the information. If your affiliate or committee has new members or you have filled open positions within your club, please send me that information as soon as possible.

While you are sending me information, consider encouraging everyone in your club to update their profile on the website and double check their other information. Having the most up to date contact and address in our files will help us share information to you in a timely manner.

Please get your board reports and club updates into me by November 28, 2018 for our meeting on December 6. I’ll accept them earlier, if you have them. Remember you can always add a couple of items in your minute during the meeting. It really will be a great help to all if we have time at the end of the meeting to brainstorm about our next big event, say Congress 2020? As always thank you for everything you do for NFBPWC!



MEMBER SPOTLIGHT – NANCY WERNER



The November NFBPWC Member Spotlight is our 2nd Vice President for Advocacy, Nancy Werner. Nancy "Sparkles" Werner joined the Quakertown BPW local organization in 1971. She was only 22 and was immediately placed into the Young Careerist Program. Great beginning for a new member but she quickly went through the chairs of the club and became President in 1978-80 and then again in 2005-2007. She also served the District Eleven of the BPW/PA twice as their director in 1990-1992 and then again in 2007-2009. Along the way, she saw a fellow LO in her district that needed assistance, so she joined the Central Montgomery County BPW in 2007 and never left. In between those second trips to serve her home club and district, Nancy was able to serve on the State Level as their 2nd VP, 1st VP, President Elect and then as the PA President in 1995-1996. She has given many hours to serving on various state committees such as Young Careerist, Individual Development Program, Membership, BPW Foundation and Nominations. She also served on the former BPW/USA Board of Directors as the National Foundation Chair from 2006-2009 and then was elected to serve as an Area 2 leader representing Maryland, Washington D.C., Delaware, West Virginia, Virginia and Pennsylvania. She enjoys presenting the professional development

course of the Individual Development Program to the BPW/PA, BPW/MD, BPW/VT, and the NEBPWPSP members.

The PA BPW Foundation was established by R. Maureen Myers, Esq., Cathy Collins and herself in 2007. She is most proud of this accomplishment as it provides scholarships for eligible students and emergency funds for BPW members in need. She has served as the Recording Secretary twice and served as the chair from 2016-2018. She has been recognized as the BPW/PA Woman of the Year in 2011 and received the State's District 12- Tribute to Women Award in 2014.

In 2012, an affiliate of the Enterprising Professional Women was chartered in 2012. Nancy was the recording secretary from 2012- 2014. She was then elected to be their VP and then their President from 2016-2018. She was able to attend the Memphis and Orlando Biennial Meetings.

Nancy attained a B.S. and a M.A. in Elementary Education from Kutztown University in 1971 and 1974. She was an elementary intermediate teacher for 35 years in the Pennridge School District located in the famous Upper Bucks County of PA. After retiring, she continued to substitute and then pursued a career in becoming a child caretaker for her sister's two granddaughters.

Nancy is married to Fred Werner, a registered PA surveyor, and they have two children, Rob and Melissa. Both of her adult children are married and live in Massachusetts. They are blessed with five grandchildren named Sophie, Alexander, James, Benjamin and Matthew. They celebrated 47 years of marriage in August of 2018.

NFBPWC is honored to have such an incredible woman on the Executive Committee. Her experience and passion are very important to this organization as we continue to grow and strengthen across the nation.

**If you're interested in being featured in a future NFBPWC Member Spotlight, please email Megan Shellman at mshellman@bpwcolorado.org.*

ADVOCACY NEWS BY NANCY WERNER

By: Nancy Werner
NFBPWC, 2nd Vice President of Advocacy

UNITED NATIONS - CSW 63 Forum

The information is beginning to be posted on the Internet for the CSW 63 Forum. It will be held at the United Nations from March 11 to 22, 2019. May I encourage all of you who are interested to google: NGO CSW/NY<info@ngocsw.org>.

The Orientation Committee has created a new set of videos to be released every Friday until January. If you are interested in attending, please start to review the materials. We have until January 27 to complete.

We will keep you informed.

BETWEEN THE TWEETS BY LILLY GIOIA (NFBPWC-PA)

By: Lilly Gioia, Advocacy Chair
Pennsylvania Affiliate Chapter, National Federation of Business & Professional Women's Clubs
Legislation Chair, Tunkhannock Local BPW

BETWEEN THE TWEETS:

What's happened to women under the Trump Administration?

WORKERS' HEALTH, SAFETY & PAY ARE CASUALTIES OF PRESIDENT TRUMP'S WAR ON REGULATIONS -- REVOCATION OF 2014 FAIR PAY & SAFE WORKPLACE EXECUTIVE ORDER

To prevent Wage Theft and ensure that companies with federal contracts comply with 14 labor and civil rights laws, a Fair Pay Executive Order was put in place by the Obama administration. It addressed a 2010 Government Accountability Office investigation proving that companies with rampant labor law violations were still being awarded millions in federal contracts despite cheating their employees of pay or endangering them on the job. To keep the worst violators from receiving tax dollars, the Fair Pay Order included two rules that impacted WOMEN WORKERS: #1 PAYCHECK TRANSPARENCY; #2 BANNING FORCED ARBITRATION CLAUSES for Sexual Harassment, Sexual Assault or discrimination claims.

Three months into taking office a Republican dominated Congress and President Trump revoked the Fair Pay Order thereby permitting companies with egregious records of violating wage and safety laws to continue as government contractors. The original 2014 Executive Order stopped employers from using Mandatory (Forced) Arbitration Clauses in employment contracts. Banning Forced Arbitration was an important step forward for women who are victims of workplace harassment and assault, according to the National Women's Law Center. In overturning the 2014 Fair Pay Order, President Trump made it possible for businesses with federal contracts to continue forcing sexual harassment cases like the one filed by Gretchen Carlsen at Fox News, into secret proceedings where the public and other employees never find out about rampant sex discrimination claims at a company.

SEXUAL HARASSMENT, SEXUAL ASSAULT & THE "COST OF SILENCE"

Writing in the 10/1/18 issue of BLOOMBERG BUSINESSWEEK Rebecca Greenfield and Janet Paskin say, "The culture that discouraged Christine Blasey Ford from alleging sexual assault punishes women throughout their

careers.” It’s an undisputed fact that women often don’t report sexual violence; the Department of Justice estimates that two out of every three sexual assaults aren’t reported to the police. “That makes it hard to understand the full toll of these events on individuals and on society as a whole. Using data on crime victims, several studies put the cost of rape and sexual violence somewhere between \$100,000 and \$200,000 per victim. Researchers at the Centers for Disease Control and Prevention estimated in 2016 that the national economic burden is \$263 BILLION a year. More than half is attributed to a general loss of workplace productivity, with medical costs, criminal justice fees, and property loss and damage each accounting for a portion. About one-third of the cost is borne by taxpayers.”

Lisa Kath, associate professor of psychology at San Diego State University, studies workplace harassment. “These types of events definitely cause both psychological and physiological harm,” Kath maintains. The effects can show up right away, in medical bills and sick days. Or they can manifest years later. In a study of more than 3,000 women, researchers found that those who said they’d experienced childhood or adolescent sexual violence had health-care costs 16 percent higher than women who didn’t have that experience – decades after the event occurred. (Sexual violence includes coerced sex and attempted sexual abuse, not just forcible rape and ongoing predation.)

2. According to The Week magazine (10/5/18) for every 1,000 rapes, only 310 are ever reported to the police, and just six result in conviction and imprisonment. Is it any wonder that women are skeptical of coming forward, knowing that 994 times in 1,000 the attacker is going to walk free?

Three quarters of employees who experience harassment never tell their managers or HR, according to a January survey from the Society for Human Resource Management. But they do quit. In one of the only studies that looked at the effects of sexual harassment on women’s careers over time, published in June 2017 in the journal *Gender & Society*, researchers found that women who’ve been sexually harassed at work are six-and-a-half times more likely to leave their jobs than women who haven’t. When women do leave, they tend to land in positions that pay less, not more. In 2012 the *American Sociological Review* found 80% of young women who report being sexually harassed in their jobs, leave those jobs. Harvard Sociology professor Frank Dobbin told the Huffington Post (10/2/18) that victims of sexual harassment typically lose their jobs for one of two reasons: either they quit or they try to address the problem and face retaliation – and then leave. Dobbin, who studies the effects of anti-harassment company trainings, said the strategies companies use to combat harassment haven’t been successful. His research shows much of the current thinking on how to fight harassment – mainly policies crafted to protect businesses from litigation – actually winds up forcing victims out of companies. The best way to combat harassment, Dobbin concludes, is simple. “Hire and promote more women.”

COLLECTION OF GENDER-BASED PAY DATA SUSPENDED BY TRUMP ADMINISTRATION

By halting collection of EEO-1 pay data the Trump administration has clearly demonstrated that it does not value equal pay for equal work, according to the National Partnership for Women & Families. President Fatima Graves said, “make no mistake, today’s action sends a clear message to employers: If you want to ignore pay inequities and sweep them under the rug, this administration has your back.” She emphasized that halting data collection is “a blatant attack by the Trump administration on fair pay for women and people of color. This move “belies the administration’s claim that it supports women’s equality and economic opportunity,” she charged. However, the U.S. Chamber of Commerce sided with the Trump administration contending that the data collection would be too burdensome for firms and questioned how effective the information would be in fighting wage discrimination. The Equal Employment Opportunity Commission (EEOC) had proposed that all employers with at least 100 workers submit data across 10 job categories and 12 pay ranges on a form they already are required to submit annually which includes employment data by gender, race and ethnicity. This data is confidentially reported with a goal of helping employers, the public, and the government find and remedy pay inequities. By suspending this data collection, the Trump administration makes it harder for employers and federal agencies to identify pay disparities and root out employment discrimination. While research shows inequities have gotten worse, not better, workers with the same level of education and work experience see pay gaps larger today than nearly 40 years ago, according to the Economic Policy Institute. A

2016 National Partnership for Women & Families analysis of U.S. Census Bureau statistics revealed that American families lose \$500 BILLION annually due to unequal pay. On average women with full-time jobs lost about \$10,762 a year.

3. WEAKENING OVERTIME PAY RULE

Everyone understands that income inequality is one of the nation's most serious problems. One reason is a refusal by the Trump administration and Congressional Republicans to increase the minimum wage. **Women make up the majority of minimum wage workers in virtually every state**, according to statistics from the National Women's Law Center. Women are over half the minimum wage workforce in 49 states and the District of Columbia. Women make up 69 percent of workers in occupations that typically pay less than \$10 per hour or \$20,800 annually. The majority of women in the low-wage workforce are not teenagers. In fact, most women in low-wage jobs have a high school diploma or higher. While Governor Tom Wolf has repeatedly urged the legislature to increase the state's minimum wage, Pennsylvania is the only state in the mid-Atlantic east coast region that has failed to increase the \$7.25 per hour minimum wage.

Another reason women who have manager positions in retail and fast-food can't get ahead is the need to raise the salary threshold for workers to become automatically eligible for overtime pay. The percentage of full-time salaried workers automatically eligible for overtime based on their pay, dropped from more than 60 percent in 1975 to less than 7 percent in 2016, according to the Economic Policy Institute. In 2016 the Obama Labor Department (after years of work) updated the "overtime pay" rule, raising the salary threshold below which workers are automatically eligible for overtime pay to \$47,476. This gave 12.5 million people new or strengthened overtime protections. Lack of updating the \$23,660 threshold saw a dramatic overtime pay erosion with inflation. Managers of retail and fast-food outlets are often required to work long hours without extra pay for the extra hours worked. On October 30, 2017 the Trump administration made clear that it would NOT defend the increased \$47,476 threshold rule. In fact, the Trump administration has signaled that it is going to undermine the rule, once again siding with corporate interests over workers.

RESTRICTING INSURANCE COVERAGE FOR BIRTH CONTROL

On October 6, 2017 without any opportunity for public review, the Trump administration issued new regulations that allow employers and universities to use religion as an excuse for denying staff and student's health insurance coverage for birth control. After years of insurance companies covering Viagra and Cialis, more than 62 million women gained health insurance coverage for birth control under an Affordable Care Act (ACA) regulation that took six years to implement, involved six rounds of public comment and prompted more than 725,000 public comments. By one estimate, ACA coverage saved U.S. women \$1.4 billion in birth control costs. The percentage of privately insured women who paid out of pocket for contraception before the ACA was 20.9 percent. After the ACA that figure dropped to **3.6 percent** according to the Kaiser Family Foundation. Before ACA coverage, 30 to 44 percent of women's out-of-pocket health care costs went to birth control.

The new Trump rules discriminate against women on the basis of sex and religion, according to a lawsuit filed on 10/31/17 by the National Women's Law Center and Americans United for Separation of Church & State. The lawsuit (*Shirae v. Hargan*) maintains that "Contraception is critical to women's health and economic and social equality.

4. It is also critical to the health of women's families." Because contraception enables women to decide if and when to have children and is also used to treat or manage a wide array of often severe medical conditions, access to contraception allows women to make decisions that affect a broad spectrum of issues: their health, their education and livelihoods, and the health of their families. By allowing employers and universities to deny women access to contraceptive coverage, the (Trump) Rules threaten women's health and strip women of equal participation in society and the economy," the suit asserts.

Meanwhile, five states (California, Delaware, Maryland, New York and Virginia) are also challenging President Trump's new birth control rules. "The public benefits of contraception are widely documented around the world, including economic growth, lowering health care costs, empowering family life and reducing poverty,"

said Mary Shiraef, a plaintiff graduate student. “The fact that the United States government is trying to limit access to birth control rather than making it more available to women is highly concerning in the development of our nation as a whole. At the same time, it is an intrusion into women’s private lives and decisions.” Since 2012 the ACA has included a requirement that all women with health insurance have coverage of all FDA-approved birth control methods and related care. On October 6, 2017 President Trump revoked coverage for millions of women. ACLU attorney Brigitte Amiri described this action as “forcing women to pay for their boss’s or school’s religious beliefs.”

TRUMP H.H.S. CUTS FUNDING FOR TEEN PREGNANCY PREVENTION

In February 2018 Planned Parenthood joined eight other local government, health care and advocacy organizations suing the Trump administration over defunding a national teen pregnancy program. The Obama-era Teen Pregnancy Prevention Program was authorized by Congress to conduct scientific research into what approaches work to lower teen pregnancy rates and try to provide the best ones to at-risk youth, according to a Washington Post 2/15/18 report. Health & Human Services (HHS) provided no details on the decision-making beyond the move, but it’s been seen as part of an effort by social conservatives to restrict women’s reproductive rights by imposing more barriers to abortion and making access to contraception more difficult. An HHS statement said the program was “a poor use of...taxpayer dollars.” Attorneys for Planned Parenthood, Democracy Forward and Public Citizen accused officials of attempting to illegally dismantle the program based on ideological beliefs rather than science.

In April 2018 the Trump administration issued new rules for funding teen pregnancy prevention programs, favoring those that promote abstinence and not requiring as rigorous evidence of effectiveness. HHS now explicitly encourages programs that emphasize abstinence or “sexual risk avoidance,” according to a New York Times report of 4/23/18. Abstinence programs have often failed to change teenage sexual behavior, a 2007 study of four such federally-funded programs found. “Not even a hint of an effect on sexual activity, pregnancy or anything,” said Jason Baron vice president for evidence-based policy at the non-partisan Laura and John Arnold Foundation.

5. CNN reported on May 30, 2018 that a federal judge ruled HHS ILLEGALLY ENDED FUNDING FOR TEEN PREGNANCY PREVENTION. This was the fourth federal judge to rule against Secretary Alex Azar’s February decision. The judge ruled that HHS failed to articulate a satisfactory explanation for its decision to cut funding, saying it “exemplifies arbitrary and capricious agency action meriting reversal.”

ROLLING BACK TITLE IX PROTECTIONS ON CAMPUS SEXUAL ASSAULTS

In the belief that the rights of students accused of sexual assaults have too often been ignored, Education Secretary Betsy DeVos moved to make Title IX sexual assault cases more difficult for victims to report. Under pressure from the Obama Administration many colleges and universities overhauled their procedures for investigating sexual assaults, according to a 7/13/17 New York Times report. National Women’s Law Center president Fatima Graves is suing the U.S. Education Department to obtain records related to Title IX. In 2014 the Obama Administration Education Department published a list of schools facing Civil Rights investigations related to sexual violence reports. It included some of the nation’s elite Ivy League schools.

H.R.4508 the P.R.O.S.P.E.R. Act, a RAW DEAL FOR STUDENTS, ESPECIALLY WOMEN

Promoting Real Opportunity Success & Prosperity through Education Reform is the great sounding acronym for the Republican bill to reauthorize the Higher Education Act (HEA) of 1965. According to the American Association of University Women, (AAUW) H.R.4508 particularly harms women’s access to education because student debt disproportionately impacts women. Also, H.R.4508 weakens school requirements to prevent and end campus sexual assault and adequately fund support services. AAUW says: “coupled with the reality of school violence on campus, the proposed bill would only further jeopardize women’s educational opportunity and economic security for their lifetimes.”

HEA provides student financial aid, ensures federal funding for colleges and universities and demands schools protect students' civil rights. H.R.4508 fails to strengthen Pell Grants while slashing spending for those who need it most. It redirects taxpayer money toward for-profit and religious institutions. H.R.4508 contains no funding increase to reflect inflation and dilutes consumer protections. It eliminates student loan forgiveness for public service positions and increases the debt burden on struggling borrowers. AAUW opposes H.R.4508.

Meanwhile, after Education Secretary Betsy DeVos started scaling back consumer protections for student borrowers last year, six states sped up their own efforts to crack down on abusive lending practices by companies administering federal loan programs, according to the New York Times 9/7/18. Mrs. DeVos intended to stop them. Seth Frotman, the top student consumer protection officer at the Consumer Financial Protection Bureau said, "As state law enforcement officials and legislators across the political spectrum stand up for student loan borrowers who have been ripped off at every turn, Donald Trump and Betsy DeVos have instead chosen to protect companies engaged in rampant illegal practices." Under Mrs. DeVos the Education Department has loosened regulations on for-profit colleges that account for many student defaults and fraud allegations.

6. Pennsylvania is among the six states that have imposed new licensing regulations on the debt-service companies and passed a student bill of rights. The debt owed by 44 million students now exceeds \$1.5 trillion – larger than national auto or credit card debt.

In September 2018 the Associated Press reported DeVos's efforts to DELAY protections for students defrauded by for-profit colleges were thwarted when a federal judge ruled her actions to be "arbitrary and capricious." DeVos's loss means students will have their fraudulent for-profit college loans forgiven. Massachusetts Attorney General Maura Healey who led this lawsuit, said the ruling was a "victory for every family defrauded by a predatory for-profit school." "The administration's failure to protect students from bad lenders and fraudulent colleges may brighten the bottom lines of some corporations, but it will also rob students of educational opportunity," said an LA Times editorial titled: "Betsy DeVos Sides with Predatory For-Profit Colleges over American Students."

TRUMP REVOKES REGULATION ON ACCURATE INJURY/ILLNESS RECORD-KEEPING

Since 1970 the Occupational Safety & Health Administration (OSHA) required employers to keep careful records of workplace injuries and illnesses to be maintained for 5 years. This helps employers, OSHA and workers to learn from past mistakes and prevent the same tragedies from happening to others. By signing the resolution to block this rule, President Trump gave employers a get-out-of-jail free card when they fail to maintain – or when they falsify – their injury/illness logs, according to a report by the Economic Policy Institute (EPI). EPI found that in 2016 alone, well over 5,000 workers died on the job. The Trump administration is delaying OSHA provisions to protect against harmful silica dust exposure, and beryllium exposure. The Trump Agriculture Dept. has indicated it is open to relaxing existing regulations of line speeds in poultry plants, placing poultry slaughter and processing workers at increased risk of injury, illness or death. The Trump Environmental Protection Agency proposed weakening regulations protecting farmworkers from harmful effects of pesticide exposure.

H.R.4219 WORKFLEX IN THE 21ST CENTURY ACT HARMS FAMILIES

Introduced by Mimi Walters (R/CA) in November 2017, H.R.4219 is just another version of past legislation vigorously opposed by BPW in prior Congresses because it allows employers to decide when and whether workers would be allowed to use paid time off to care for themselves or family members. In the past 16 years House Republicans have introduced "workplace flexibility" bills seven times, but the Senate has remained lukewarm. BPW opposed all of them. A New York Times Editorial said Republican so-called "workplace flexibility" legislation is "an invitation to wage theft." These bills supposedly let employees who work overtime choose paid time off rather than time-and-a-half wages. H.R.4219 is opposed by the National Women's Law Center (NWLC) because it allows employers to circumvent state and local laws designed to protect working people from abusive scheduling practices or providing sick days to workers. Attorneys at the NWLC say

H.R.4219 harms families since “employers are the only ones who receive flexibility under this law” highly favored by businesses who testified in favor of its passage.

7. SUPREME COURT JANUS V. A.F.S.C.M.E. ILLINOIS RULING HURTS TEACHERS

President Trump’s first Supreme Court appointment of Justice Neil Gorsuch to replace retiring Justice Anthony Kennedy resulted in a 5-4 decision overturning over 40 years of settled law governing public employee unions. “The ruling is nothing short of disastrous for an already beleaguered American Labor Movement,” writes Jack Sugarman in Truthdig.com. The Janus v. AFSCME ruling now bars unions from charging “agency fees” to public employees who are not full members. The Janus decision ensures that workers will now be entitled to the same benefits and representation as members whether they pay dues or not. For public employee unions the Court’s ruling means going forward these organizations will be underfunded and undermanned. Janus could prove especially devastating to teachers’ unions which have earned a string of victories following wildcat strikes in West Virginia, Oklahoma and Kentucky. The New York Times estimated that teachers’ unions could lose as many as one third of their members and with them the kind of funding that made 2018’s demonstrations possible. Non-member fees used to cover collective bargaining costs will be lost. “This will weaken teachers’ unions nationwide as a political force,” said Stanford University Political Scientist Terry Moe.

SUPREME COURT GUTS WORKERS’ RIGHTS IN 5-4 RULING ON FORCED ARBITRATION

On May 21, 2018 in Epic Systems Corp v. Lewis, the Supreme Court held that employer-imposed mandatory arbitration clauses are enforceable. According to the Economic Policy Institute (EPI), the Court majority affirmed that employers may force working people to sign away their right to join together and act collectively to seek justice when disputes arise in the workplace. The decision written by president Trump’s appointee Justice Neil Gorsuch, eviscerates the rights of countless employees whose employers have forced them to sign mandatory arbitration agreements. With limited bargaining power, many workers have no choice but to sign arbitration “agreements” that slam the courthouse door shut should they band together with other employees to fight for their rights through class or collective action. Thanks to Justice Gorsuch and Court conservatives workers are now boxed into arbitration on an individual basis where this private proceeding often favors employers. EPI research shows that between 1994 and today, the share of nonunion, private-sector employers who require their workers to sign forced arbitration agreements has increased from just 8% to 54%! That means that now, more than HALF of U.S. workers whose legal rights are violated by their employer are not able to pursue a claim in court. Epic Systems Corp v Lewis undermines the National Labor Relations Act and further erodes workers’ rights and freedoms. A worker who is not paid fairly, discriminated against, or sexually harassed, under this ruling is forced into a process that overwhelmingly favors the employer—and forced to manage this process alone, even though these issues are rarely confined to one single worker.

Justice Ruth Bader Ginsberg took the unusual step of explaining from the bench why she dissented along with Justices Stephen Breyer, Sonia Sotomayor and Elena Kagan. These were “arm twisted, take-it-or-leave-it contracts,” not real contracts, Ginsberg said. Most people never use single-file arbitration because it is hard and expensive to go it alone.

8. Judith Resnik, Yale Law School professor, writes that Congress and employers can and should fix this. “The Me Too movement is producing pressure for new statutes. Fifty attorneys general signed a letter to Congress asking to exempt claims of sexual harassment from mandates to use confidential arbitration,” Resnik said. “Congress should do that and more, prohibit bans on collective redress and not only for sexual misconduct.” What do you think the likelihood is of the extremely pro-business Trump administration or a Republican Congress disinterested in collecting equal pay data, of reversing Epic Systems v. Lewis with new legislation?

FINES ROLLED BACK FOR NURSING HOME ABUSE

The American Health Care Association (AHCA) and the nursing home industry support a Trump administration move to change Medicare’s penalty protocols. The AHCA argues that inspectors were too focused on finding wrong-doings at nursing homes instead of assisting the facilities. “It’s crucial that we have relief” wrote Mark

Parkinson in a letter to president Trump. The New York Times reported that of 6,500 cited nursing homes with at least one serious violation since 2013, about two-thirds have been fined by Medicare. Easing regulations that previously have resulted in fines means nursing homes will now see reduced penalties, or none at all, the Times reported. This is a serious issue for elderly women who generally outlive men and are a majority of nursing home residents.

Elimination of White House Council on Women & Girls:

By June 2017 Politico reported "White House Council for Women & Girls Goes Dark." Created three months into the Obama administration in March 2009, the Council for Women & Girls was tasked with maintaining open lines of communications with women's groups, over 200 of which had partnered with the National Organization for Women to work on health care, equal pay, and providing contraception without co-pays through the Affordable Care Act. NOW President Terry O'Neill told Politico, "I see no evidence that Donald Trump has anyone in his orbit to advocate for women and girls." Though Ivanka Trump serves in an advocacy roll, White House veterans say this is no replacement for having a dedicated office and staff.

State Department Office of Global Women's Issues Eliminated:

Kelly Dittmar of Rutgers University Center for Women & Politics reported on a 75% budget cut at the Women's Bureau U.S. Labor Department. Newsweek reported on dramatic cuts in funding for Violence Against Women initiatives in the Justice Department. Grants cut included funds for sexual assault victims' services, legal assistance for victims of stalking, dating violence and domestic abuse.

9. HOME SWEET PENNSYLVANIA -- WOMEN'S AGENDA 2018

H.B.2060 -- FINALLY PASSES CONFISCATING FIREARMS FROM DOMESTIC ABUSERS

Pennsylvania will join a handful of other states dealing with one of the grimmest aspects of our firearms carnage – the murders nationally of about 50 women each month, shot to death by current or former intimate partners. Many had been the victims of repeated domestic abuse. Some had obtained court protection orders that proved no defense against the fury of an abuser who came armed. According to advocacy group Everytown for Gun Safety, of the 156 mass shootings from 2009 to 2016, more than half (54%) were traceable to domestic or family violence. Among 422 victims in these shooting spree, 181 were children.

House Bill 2060 passed the Pennsylvania General Assembly 131-62 and passed the Senate on October 3, 2018, 43-5. Legislation to confiscate firearms from Pennsylvania domestic abusers is on its way to Governor Wolf's desk after years of advocacy by the Pennsylvania Federation of Business & Professional Women and activists across the Commonwealth. In October 2014, a Policy Resolution titled: PROTECTING DOMESTIC VIOLENCE VICTIMS FROM GUN VIOLENCE was unanimously adopted by the Central Montgomery County BPW local. Shortly thereafter their BPW District Eleven Fall Meeting also unanimously adopted this Policy Resolution which was then passed at BPW/PA State Convention June 2015. The BPW Resolution recognized gun violence as a public health issue, noting that Pennsylvania ranked fourth highest among 50 states in gun deaths. It recognized the connection between mass shooters and domestic violence. A copy of this Policy Resolution was sent to every state legislator in the Commonwealth of Pennsylvania. To all BPW members who devoted themselves to passage of this life-saving legislation, Bravo!

H.B.1243 FINALLY A PENNSYLVANIA EQUAL PAY BILL WE CAN SUPPORT

Representatives Brian Sims and Tina Davis (with 25 additional co-sponsors) introduced a bill with the most robust remedies to Pennsylvania law, covering all employees including public, private and small business employers and with no exceptions for those covered by the federal Fair Labor Standards Act. It protects employees from intentional and unintentional discrimination and does not allow employers to request salary history or retaliate against employees who discuss their wages. H.B.1243 establishes strong legal procedures and remedies. Employers are liable for compensatory and punitive damages if they are sued. H.B.1243 was

referred to the House Labor & Industry Committee April 19, 2017. It is also supported by the PA American Association of University Women.

H.B.1965 the Pennsylvania #Me Too Bill on Sexual Harassment Prevention

Thanks to loopholes in current law, hundreds of thousands of Pennsylvania workers that should have sexual harassment protections have little or no remedy under state law. The Krueger-Braneky bill H.R.1965 intended to address sexual harassment appears to be in limbo, according to an op-ed written by Tara Murtha and Carol E. Tracy of the PA Women's Law Project. Harrisburg inaction is all the more embarrassing after our legislature's own sexual harassment scandal got national attention in the New York Times in May 2018.

10. Representative Nick Miccarelli (R/Delaware) is under criminal investigation for allegedly raping a political consultant after they broke up. He is also accused of harassing an ex-girlfriend, Representative Tarah Toohil (R/Luzerne) including threatening her with a gun. After filing a Protection from Abuse Order, Toohil comes to work at the capitol with a bodyguard, according to the attorneys at the PA Women's Law Project. House Republican leadership apparently asked for Miccarelli's resignation, but he refused to step down voluntarily since he will qualify for pension and lifetime benefits on November 30th.

Despite national attention to this shameful scandal, the Legislature has taken no action on sexual harassment, Tracy and Murtha say. The PA House did adopt two new resolutions to STUDY and monitor sexual harassment in Pennsylvania workplaces: Resolution #1 --- establishes a Task Force on Harassment and Sexual Misconduct in the Workplace. It will be responsible for conducting a comprehensive review to unearth any inadequacies in current laws, regulations and policies surrounding this subject and produce a report to the General Assembly with its findings and recommendations. Resolution #2 - Directs the Joint State Government Commission (JSGC) to study the frequency of harassment and sexual misconduct in the state government workplace. The PA Women's Law Project welcomed the studies, but stressed addressing sexual harassment in Pennsylvania with meaningful legislation needs to be dealt with RIGHT NOW!

GOVERNOR WOLF URGES PASSAGE OF CAMPUS SAFETY LEGISLATION

With the Trump administration proposing to weaken campus rules for responding to sexual violence, Governor Tom Wolf renews his call for the General Assembly to swiftly pass a package of bipartisan bills that would help protect students at Pennsylvania's K-12 schools, our colleges and universities. The Governor secured \$3 million to provide grants to colleges and universities to develop evidence-based prevention, reporting and response systems to address campus sexual assault. Following are bipartisan bills awaiting action:

- H.B.1757/S.B.871 *Amnesty for students who report domestic violence or sexual assault*
- H.B.1756/S.B.874 *Online, anonymous reporting of sexual misconduct*
- H.B.1755 *Affirmative consent standards*
- H.B.1754/S.B.872 *Comprehensive anti-violence & anti-harassment policies*
- H.B.1752/S.B.870 *Expand Office of Safe Schools*
- H.B.1753 *Annual Report Card on sexual violence and harassment.*

11. INTERNATIONAL RAMIFICATIONS & CONCLUSIONS

The July 23, 2018 Bloomberg Businessweek columnist Peter Coy's analysis of America's present situation in the world is worth consideration since we, as members of BPW/PA are connected to working women across the globe. His title is: *"The damage from Trump's disruptive policies will take years to repair."* Mr. Coy takes issue with present implementation of tariffs and the president's instigation of a Trade War.

He refers to July Congressional testimony by Joshua Bolten, president of the Business Roundtable and formerly chief of staff to President George W. Bush. Bolten told the Senate Foreign Relations Committee Chairman: "When you disrupt supply chains, when you demonstrate that we are an unreliable trading partner, you lose those relationships permanently." In a trade war threats and counter threats create uncertainty that may induce businesses to hold back investment in new plants and equipment. BlackRock, Inc. CEO Larry Fink told

Businessweek that all bets are off if the trade war goes hot. Fink warned that stocks could fall 10 percent to 15 percent if the Trump administration approves tariffs on an additional \$200 billion of Chinese imports.

Historians who know how the Smoot-Hawley Tariff Act of 1930 helped deepen the Great Depression are wary. Dartmouth College economist Douglas Irwin, a historian of free trade, noted one lesson of the 1930's: "It's not that easy to snap back as you think" from a trade war, Irwin said. Economist Jim O'Neill said the rest of the world will not "necessarily suffer" from a pullback by the U.S. "because global trade has been increasingly shifting eastwards and southwards." The Trans-Pacific Partnership will go on without the U.S.; the European Union issued a pro-trade communique with China on July 16, 2018 and signed a free-trade deal with Japan a day later.

Cheng Li, research director of the Brookings Institution China Center, said we need to ask why the United States elected president Trump in the first place and why his popularity is so high? Peter Coy's Businessweek premise that the *"damage from Trump's disruptive policies will take years to repair,"* is borne out in polling by the Gallup World Poll. "One indication that Trump's influence will be lasting is that foreign opinion has turned against the U.S. as a nation, not just against the president. Approval of U.S. global leadership slipped from 48% in 2016 to 30% in 2017, just behind China and only slightly ahead of Russia."

The New York Times reported that before taking office Mr. Trump told top aides to think of each presidential day as an episode in a television show in which he vanquishes rivals."

NATIONAL FEDERATION OF BUSINESS & PROFESSIONAL WOMEN'S CLUBS

Pennsylvania Affiliate Chapter

Advocacy Update – October 2018

Contents

Women's Rights under the Trump Administration

Revoking Fair Pay & Safe Workplaces Order
Sexual Harassment & Assault – the Cost of Silence (page 1)

EEOC Gender-Based Pay Data Collection Halted (page 2)

Increased Overtime Pay Rule Abandoned
Restricting Insurance Coverage for Birth Control (page 3)

Slashing Funding for Teen Pregnancy Prevention (page 4)

Rolling Back Title IX Protections for Campus Sexual Assaults
H.R.4508 Impact of Debt on Women Pursuing Higher Education (page 5)

Mandate for Accurate Job Injury/Illness Record-Keeping Revoked
How H.R.4219 Flextime Bill Hurts Families (page 6)

2018 Supreme Court Ruling Damaging Labor Unions & Teachers
How Forced Arbitration Supreme Court Ruling Guts Worker Rights (page 7)

Reducing Fines for Nursing Home Abuse
Eliminating White House Council on Women & Girls
State Department Eliminates Office of Global Women's Issues (page 8)

PENNSYLVANIA WOMEN'S LEGISLATIVE AGENDA
H.B.2060 Confiscating Firearms from Domestic Abusers
H.B.1243 Equal Pay
H.B.1965 PA #METOO Sexual Harassment Prevention (page 9)

Pennsylvania College Campus Safety Bills Awaiting Passage (page 10)

International Ramifications of a Trade War (page 11)



ADVOCACY NEWS BY SHARON SIMMONS

By: Sharon J. Simmons, BPW Colorado VP of Advocacy (2017-2018)
Cities for CEDAW Task Force Secretariat/Co-Founder
Human Relations Commission-City of Boulder, Colorado

- We welcomed an intern to our fold for BPW Boulder Advocacy and CEDAW support, along with She for She and membership drives at CU. Her name is Rebecca Robidoux. Read BPW Boulder's article in the newsletter on this great woman! She is very up on CEDAW, climate change and working on membership in BPW for younger women. Laurie Dameron and I met with the interns and then final intern many times during this month.
- Building Bridges in Boulder attended third session and learned from Community Foundation some great statistics on women and families, income levels, ethnic/races in Boulder County and how that affects daily life. We are working on a project to better communicate the needs of the citizens to the leaders who need to hear it.
- Two affordable housing meetings attended for women/families in Boulder County.
- Women's Collaborative of Boulder County meeting at VIA in Boulder. We discussed all of the non-profit events coming up including ours in November. Also, we discussed a website for WOCO and including the Colorado for CEDAW site www.cedaw-colorado.org. We all agreed that would be a great idea and supportive of everyone.
- Ongoing discussions with City of Boulder staff and Human Relations staff regarding an Ordinance for CEDAW in my city.
- Veronica Hrutkay and I met in person on Tuesday, October 16, 2018 to discuss a strategy for CEDAW. Veronica called and made appointments with Kay Meyer for 10/19 on the website and Clay Fong 10/24

on the City of Boulder Ordinance. We met on the website and agreed it is a good idea (as stated in woco meeting), but everyone is very busy. It may be in 2019 that it actually happens. Clay discussion about where he and Sharon were on process with Nikhil Mankekar this summer. The City of Boulder probably will not do an ordinance before at least one other city signs in our county, such as Lafayette (Christine Berg is ready) or Longmont/Louisville do so. Ambrosia sent her proposal for resolution to us for edits and is close to ready to be sent in.

- Updates to website and 3 Face Book pages done through the month on women's issues.
- I met with three panels Saturday October 20, regarding many issues affecting women and families in Boulder around affordable housing. Eddie Hooten and Jill Grano are happy about all the work we are doing on CEDAW and the several coalitions I am on doing research for the city. Nikhil Mankekar from HRC is attending many meetings on affordable housing and issues affecting women. This includes the violence on campus that has happened more recently at CU. Four attacks in one week bringing a total to 7 attacks since school started this year at the campus.
- Indigenous People's Day in Boulder was a success and I attended many events with Human Relations Commissioners and family. We saw great pride and the chiefs/tribes from all over the USA attended. The women and men had very distinct roles. I discussed roles with many women at the event. They are struggling like we all are. I posted pictures on FB of many women I talked to. Concerns about land and coming back to their native areas were of prime concern of course. The more I learn the more I see women are all more alike than different in our cultures and living situations. I handed out business cards.
- October 15 was Human Relations Commission meeting, which included the issues of homelessness and how it affects women and children/families. More presentations are due in the next HRC meeting and more data in February will be brought forth with possible solutions to this difficult issue. Drug use has gone up in homeless to 80% according to statistics brought forth to the city. We are researching that. This will affect women more than men we think.
- I followed up with emails to many cities on CEDAW progress with resolutions/ordinances this month, as well as with non-profits. Some progress made. Nederland has not answered any emails as of yet, nor Lyons. Westminster is in progress on a resolution. Lafayette needs ordinance proposal (Veronica lives there and is doing that one), Longmont is being sent by Ambrosia soon. Thirteen cities/communities in progress still. Boulder County could use an ordinance letter as well.
- UNA Birthday celebration in Boulder on October 20 was attended by BPW Boulder, Laurie Dameron and one intern who stepped in to help. We had a table to educate people on BPW Colorado and our mission. There was a CEDAW table there as well. I posted pictures to FB.
- BPW Boulder had an event on October 25, 2018 at 5:30 to discuss ballot measures and how they affect women. Also, we discussed women running for office in this term. The MEETUP was online. Rita Smith and Barb Flood are leading the discussions.

Thank you! I also sent a resignation letter to the Colorado for CEDAW Task Force as of October 25, 2018 and will be moving on to even more exciting things. Thanks for support on all these years of advocacy in that area. There are so many to explore now!

UNITED NATIONS CORNER BY ELIZABETH VANARDENNE

By: Elizabeth Vanardenne
NFBPWC United Nations Liaison

UN HAPPENINGS



The General Assembly has started. The corridors are filled with talking heads. Global problems are being tackled. And representatives of the many NGO's affiliated with the UN (our BPW rep's will be a strong presence) and many other Civil Societies will be working constantly to stay aware of the many women's issues; staying in contact with their governments; working together to provide assistance and empowerment for women where needed.

The opening speech of the new President, Maria Fernanda, was quite upbeat and hopeful. Her emphasis will be on strengthening the UN and making it more relevant to all people.

However, it struck me that the address of the Secretary-General was somber; mentioning that our world is suffering from a bad case of "Trust Deficit Disorder." And that we must repair broken trust. Our future rests on solidarity. We must uphold dignity for one and all. **Let us all listen.**

https://gallery.mailchimp.com/1a250af7608b18d124aa983a8/files/c95cf2bb-eae5-493a-9470-ac709fdb01f2/Address_to_General_Assembly-pdf

It was a surprise to hear that Nikki Haley, the U.S. Ambassador to the UN, will resign from her diplomatic post at the end of the year. Since the Ambassador to the UN is responsible for assisting the President and the Department of State in conducting U.S. policy at the UN, they mostly stay till the end of the Presidency. Nikki said that she likes to take a break from public service, had a good relationship with Trump. As a refresher, here are the 5 previous UN ambassadors:

- Samantha Power-2013-2017 (Barack Obama)
- Susan Rice-2009-2013 (Barack Obama)
- Zalmay Khalilzad-2007-2009 (George W.Busch)
- John Bolton-2005-2006 (George W.Bush)
- John Danforth-2004-2005 (George W.Bush)

The theme for this General Assembly is: "Making the United Nations Relevant to All People: Global Leadership and Shared Responsibilities for Peaceful, Equitable and Sustainable Societies."

Each Member State will have a team of representatives attending the GA, including the Head of State, Ministers and diplomats. These are the people who can shape and influence decisions in their countries and internationally.

Goodwill Ambassadors from many UN agencies, including UNWomen, will also participate in events and advocate for specific issues.

Many celebrities and influencers will have live interviews and discussions.

It is three years since the adoption of the 17 Sustainable Development Goals (SDGs), the global blueprint for development adopted by countries around the world. Member States will be speaking on the state of their countries. As gender equality is a critical aspect of each of the SDGs, there will be many other pressing topics

on the agenda, such as equal pay, migration policies, zero tolerance for violence against women, youth, climate action, good health for all, education.

It is important to listen for how each country is working (or trying to work) toward a better world for women and girls.

No matter what, we are globally connected.

NEWS FROM OUR GLOBAL SISTERS

AFGHANISTAN - Despite efforts to improve girl's education, UNICEF reports that just one in three attends school, marking the biggest drop in the number of school attendees since the Taliban were removed from power 16 years ago. The ongoing conflict and worsening security across the country, combined with deeply ingrained poverty and discrimination against girls, have pushed the rate of out-of-school children up for the first time since 2002.

The worsening security is also a reason that in remote areas women were not allowed to register as voters and participate in elections.

EGYPT - Women's rights activists and jurists hailed a decision by the Supreme Judiciary Council to promote 16 female judges, expressing hope that women in top judicial positions will make their mark on the gender-sensitive issues.

Also, women's rights activists and Christian figures rejoiced as Egypt appointed its first Coptic Christian woman as governor of the Nile Delta city of Damietta. The appointment of Manal Awad, the first Christian woman to hold the position of governor in Egypt, reflects a state willingness to appoint Christians in government posts.

ISRAEL - Some 4,500 women, Jews and Arabs alike, religious and secular, all dressed in white and turquoise, slowly made their way from Jaffa gate in Jerusalem's Old City towards Independence park on Thursday afternoon, September 24, to celebrate the International Day of Peace. The rally was organised by Women Wage Peace, a grassroots movement that was founded 4 years ago following Operation Protective Edge, the 2014 Gaza war, "to prevent the next war and to promote a non-violent, respectful, and mutually accepted solution to the Israeli-Palestinian conflict within a limited time," according to the group's mission statement. The gathering was the climax of a series of events over the past 2 weeks. Thousands of Israeli and Palestinian women sang the American anthem "We shall Overcome" in 3 languages!

MEXICO - During the last general election in July great advances were made towards gender parity in the Mexican Congress. Women are holding 48% of the seats in the Lower House and 49% in the Senate, which places Mexico in the top 5 countries globally in terms of women's representation in Parliament! They are wonderful brave women, because Mexico remains a mostly conservative Catholic country and has a historic cultural hostility toward women that often ends in violence. The Mexican women keep on going!

LAST, BUT NOT LEAST:

The NOBEL PEACE PRIZE was awarded to Dr. Dennis Mukwege & Nadia Murad for their efforts to end sexual violence in war.

Dr. Mukwege is a gynecologist who has spent much of his life in helping the victims of violence in the Democratic Republic of Congo treating thousands of patients. He has repeatedly condemned the mass rape, criticizing the Congolese government and other countries for not doing enough to end the use of sexual violence as a strategy in war and armed conflicts.

Nadia Murad is the witness who tells of the abuses perpetrated against herself and others. She is one of the estimated 3,000 Yazidi girls and women who were victims of rape and other abuses by Islamic State fighters. Was held captive for 3 months before being able to escape. She showed courage in recounting her own sufferings and speaking up on behalf of other victims. In 2016 she was named the United Nations first Goodwill Ambassador for the Dignity of Survivors of Human Trafficking. She was only 23.

Rape, human trafficking, when will it ever end?!



LEADERSHIP & LEARNING COMMITTEE REPORT (INDIVIDUAL DEVELOPMENT PROGRAM OR IDP)

By: Kathy Kelly
Committee Chair, Leadership & Learning Committee, NFBPWC

The first formal meeting of the Leadership & Learning Committee is planned for Friday, October 19, via ZOOM. The foundation has been laid through informal meetings with the Mentoring Committee and VP Megan Shellman to determine how we can work together to make this program a valuable benefit of membership.

The Leadership & Learning Committee program will be designed to support our mission statement to develop the “business, professional and leadership potential” of our members. We are in the process of designing modules to:

- Understand the history and opportunities for growth and leadership provided by NFBPWC.
- Develop personal and professional leadership skills.
- Hone skills in communication, networking, negotiations, interviewing and social media.
- Heighten awareness of the issues women face in achieve their goals (work/life balance, equal pay).
- Develop strategies for personal, professional and community advancement so that our members become Agents of Change at all levels.

For more information on this committee work, please contact Kathy Kelly, kathy@ppiadvantage.com.

MENTORING COMMITTEE NEWS

By: Susan E. Oser
Committee Chair, Mentoring Committee, NFBPWC

The NFBPWC Mentoring Committee has been hard at work getting our program together. Several documents have been sent to the affiliate presidents and secretaries concerning an introduction to mentoring, and a mentor and mentee application form. This is not only open to BPW members for all those outside of BPW. This is a very important aspect of the NFBPWC principles that we want to follow.

We will have our next planning meeting this week on Wednesday, October 24, 2018 at 7:30pm.

If you are interested in being a committee member or want to know more about mentoring in general, please contact us at: mentoring@nfbpwc.org.

GREEN NEWS

By: Laurie Dameron, BPW Boulder Member
Chair BPW Colorado Environment and Sustainable Development Committee
Chair NFBPW Environmental and Sustainable Development Committee

BPW Supports Polystyrene Ban

Look for the Helpers!

I finally got to watch the documentary on Mr. Rogers. Actually two of them Mr. [Rogers and Me](#) from 2012 and the one that came out this past summer 2018 [Won't You Be My Neighbor](#). I strongly suggest you see them!

It was my friend, Lyn, whom I visited in Florida this past July that got my spirits up by telling me about Mr. Rogers talking about when you're having a rough time to "Look for the helpers."

When Fred Rogers was young and saw scary things in the news his mother would say "look for the helpers" because if you see there are helpers you'll know there is hope! If you go to YouTube and search "look for the helpers" several videos will pop up but here was a good one and it's only 38 seconds long. <https://www.youtube.com/watch?v=KD0mSzzF8iE>

I went looking for the helpers recently by having a coffee meeting with Rosie Briggs, the Eco Leader volunteer coordinator for Eco-Cycle here in Boulder. Eco-Cycle has been doing so many great things since 1976 being one of the first curb-side recycling in the country. They have their Green Star Business program and work with city of Boulder (that's how we got the Zero Waste Ordinance in Boulder) and partner's with other organizations and helps us to live greener and healthier lives.

We talked about many things but mostly how Business and Professional Women (BPW Boulder, BPW Colorado, NFBPWC) can support them in their joint effort with Environment Colorado's "Wildlife over Waste" campaign. In the long run they are hoping to ban Polystyrene (foam) to-go food containers in Colorado and beyond. And to overturn this Colorado Law:

C.R.S. § 25-17-104 Local Government Preemption

No unit of local government shall require or prohibit the use or sale of specific types of plastic materials or products or restrict or mandate containers, packaging, or labeling for any consumer products.

With that law in place, it makes it extremely challenging to ban any kind of plastics and the plastics industry is very rich and powerful making it even harder. So please follow Eco-Cycle on [Facebook](#) and BPW on Facebook at [BPW Boulder](#) and [BPW Colorado](#) and if you are out of Colorado [NFBPWC](#) and look for the link for the petition to ban polystyrene to-go containers and share with everyone you know. Or you can go directly to the petition by clicking [HERE](#). The petition basically says "Something we use for a few minutes shouldn't be allowed to pollute our environment for hundreds of years, if not forever." I also would like to add that along with my reusable shopping bags in my car, I keep tubs to use for leftovers at restaurants. If everyone did that it would make a huge difference!

BPW Boulder is also supporting the November pilot program launch by [Vessel Wrks](#). Vessel is working with some local coffee shops like Trident, Boxcar Coffee Roasters and others. I wish they could include Starbucks as Starbucks sends billions of paper cups (with plastic lining - NOT recyclable) to the landfill every day! The Vessel project works kind of like a library. Say you visit the Trident and forget your reusable coffee mug. They give it to you in a Vessel reusable stainless steel cup and it is tracked online, so if you don't turn it back in within a few weeks you get charged. Visit their Facebook page to learn more. You can also carry your own reusable cup with you!

Here's where we left off with Pope Francis's Encyclical - and it matches beautifully with this Green News!

22. These problems are closely linked to a throwaway culture which affects the excluded just as it quickly reduces things to rubbish. To cite one example, most of the paper we produce is thrown away and not recycled. It is hard for us to accept that the way natural ecosystems work is exemplary: plants synthesize nutrients which feed herbivores; these in turn become food for carnivores, which produce significant quantities of organic waste which give rise to new generations of plants. But our industrial system, at the end of its cycle of production and consumption, has not developed the capacity to absorb and reuse waste and by-products. We have not yet managed to adopt a circular model of production capable of preserving resources for present and future generations, while limiting as much as possible the use of non-renewable resources, moderating their consumption, maximizing their efficient use, reusing and recycling them. A serious consideration of this issue would be one way of counteracting the throwaway culture which affects the entire planet, but it must be said that only limited progress has been made in this regard.

Read the entire encyclical: [POPE FRANCIS](#)

<https://laudatosi.com/watch>

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News," write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>

Fill in the blank ...



SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN COMMITTEE

By: Jackie Melvin, NFBPWC Task Force Chair
jamelvin@pacbell.net

UPDATE ON TIME'S UP

In early October, TIME'S UP named Lisa Borders, former president of the Women's National Basketball Assn., as their first president and CEO. Borders has also served as vice president of global community affairs for the Coca-Cola Foundation.

The group announced its first president will oversee "an umbrella organization to reach all women, everywhere, linked to a series of affiliates and partners working to advocate for and create change in their respective industries." Border stated, "I'm thrilled to lead TIME'S UP and I am convinced that together, we will shift the paradigm of workplace culture." [LATimes, Mary McNamara, 10/03/18]

The Time's Up Legal Defense Fund, administered by the National Women's Law Center to help women who have experienced sexual harassment, is financially supporting lawsuits filed by McDonald's fast foods employees. McDonald's is one of the largest corporations in the country.

The Legal Defense Fund has also been lobbying CBS news network to use the \$120 million severance package slated for the former CEO Leslie Moonves, accused of sexually harassing and assaulting women employees for decades, and who resigned his position in September, for part of the grant to groups who support #MeToo activity and gender parity in the workplace. Earlier, CBS has said it will donate \$20 million to support groups who oppose workplace sexual harassment.

CBS's MOONVES' FUND & NFBPWC

President Sandy and this Chair have been diligently following the process and monies to be designated for groups opposing workplace sexual harassment and assault, and the National Federation has registered its claim to become a recipient.

A communication's group called RALLY has been appointed by CBS as the selection group. We made timely contact and were notified on October 8 that we'll "be added to the pool of potential grantees..." and that time has been extended to December 15 while criteria is worked out between CBS and RALLY.

NOVEMBER IS TOVOTE...VOTE...VOTE....VOTE....VOTE....VOTE...VOTE.



State Federation & Clubs News

NFBPWC CALIFORNIA FEDERATION

Executive Committee 2018-2019:

| | |
|------------------|-----------------|
| Katherine Winans | President |
| Rosemary Enzer | President-Elect |
| Lynn Brandstater | Vice-President |
| Maryann Wesson | Secretary |
| Elaine Wakeham | Treasurer |
| Trudy Waldroop | Parliamentarian |

For more information about this club, go to: <https://www.nfbpwc.org/California>

By: Katherine Winans, President, NFBPWC California

The California Federation has equalized its membership, plus one and our members are actively recruiting new members. We are getting local and regional news coverage. We are active in local elections. At State, Districts and Clubs we are educating ourselves and the public on the CFBPW and NFBPWC Focus Issue of Sexual Harassment in the work place. We continue to strategize on how to regain our a positive and effective influence on issues affecting working women.

Pictured to the Right: LOS ANGELES TIMES reporter Robin Abcarian received the 2018 Valley Sunset District's Woman of Achievement recognition at the district's Fall Conference.



California's Burbank BPW Club hosted State Senator Anthony Portantino who address several new California laws. The 21 people attending were grateful for the legislative insight and how those new laws affect California. Especially interesting was his bill, SB328 dealing with school start time for teenagers. It passed both houses, but was vetoed by the governor, but he will propose it again next session. He provided some very interesting statistics.

Pictured left to right: Standing Arda Tchakian, District Representative for Senator Anthony Portantino; Senator Portantino; NFBPWC

President Sandy Thompson. Seated: Gloria Salas, President of Burbank Zonta; Margaret Prickett and Elvira Orozco, members of the Burbank Club.

NFBPWC COLORADO FEDERATION

Executive Committee:

| | |
|-------------------|------------------------------|
| Deborah Fischer | President |
| Heidi Halus | Vice-President of Membership |
| Sharon Simmons | Vice-President of Advocacy |
| Cheryl Rotkovich | Treasurer |
| Teresa McEldowney | Secretary |
| Nancy Litvak | Immediate Past President |



For more information about this club, go to: <https://www.BPWCOLORADO.org>



By: Deborah Fischer, President, NFBPWC Colorado (2017-2019)
president@BPWCOLORADO.org

"A mentor is someone who allows you to see the hope inside yourself." – Oprah Winfrey

BPW Colorado supported the March for Black Women on Saturday, September 29th at the state capitol.



Our local chapters each have their individual programs:

***BPW NWMetro** - Presenters will be Kami Welch from the Arvada Chamber of Commerce and Juliet Babel from the Westminster Chamber of Commerce

***BPW Aurora** - Judy Skilling, Coach, Speaker and publisher author of "UnHot the Mess you Are: A 5-2step Personal guide to Self-Transformation, delivers the thought-provoking presentation of "How to Achieve Your Goals Faster with the Power of Thought and Vision." Judy Skilling takes goal setting to the next level.

***BPW Denver** - Liz Wendling speaking on "Old School vs. New School Selling: Update Your Outdated Sales Strategies"

***BPW Cherry Creek** - The Vision Workshop by Judy Skilling focusing on 3 Keys to accelerating your results.

***BPW Boulder** - 2018 Election - Crucial Conversations for Women in These Times.

***BPW Virtual** - To Be Determined!

BPW Colorado has begun planning our "Centennial Jubilee" for Saturday, June 15th, 2019. I hope you will all save the date and come celebrate with us! We are all very excited!

NFBPWC FLORIDA

Interim Executive Committee 2018-2019:

| | |
|-----------------|------------------------------------|
| Liz Benham | Interim President |
| Colleen Kelly | Interim Treasurer |
| Patricia Harris | Interim Secretary |
| Dawne Richards | Interim Vice President of Advocacy |

For more information about this club, go to: <https://www.nfbpwc.org/Florida>

NFBPWC LA GRANGE-CHICAGO AFFILIATE

Executive Committee 2017-2018:

| | |
|-----------------|----------------|
| Kathleen Ray | President |
| Barbara Yong | Vice President |
| Barbara Miller | Secretary |
| Mary Lou Lowery | Treasurer |

For more information about this club, go to: <https://www.nfbpwc.org/LaGrange-Chicago>

NFBPWC NEW YORK CITY AFFILIATE

Executive Committee:

| | |
|---------------------|------------------------------|
| Francesca Burack | President |
| Harriet Friedlander | Vice-President of Membership |
| Julia Forman | Secretary |
| Isabella Hutchinson | Young NFBPWC |
| Michelle Kawka | Webmistress |

For more information about this club, go to: www.NFBPWC-NYC.org

NFBPWC NORTH CAROLINA

Executive Committee 2018-2019:

| | |
|---------------------|---------------------|
| Barbara Bozeman | President |
| Jazmin Caldwell | Vice-President |
| Julie Ueleke | Recording Secretary |
| Marsha Riibner-Cady | Nominations Chair |

For more information about this club, go to: <https://www.nfbpwc.org/NorthCarolina>



By: Marsha Riibner-Cady, NFBPWC North Carolina

We have a new club, **Chatham County BPW** who held their Chartering Event on October 24th. The Chatham County BPW has elected for all membership to be state and national/international members. A big shout out to them and welcome aboard! *(Picture of their installation on the right.)*

NFBPWC-NC had a virtual meeting on October 16, 2018. At this time, we will continue with the same leadership.



NFBPWC-NC chose STEM to be the topic of our efforts this year. At the suggestion of Lea-Ann Berst and agreed to by the attendees, we will be contacting First Robotics. First Robotics has teams across the state of NC and the nation. (First Robotics is also one of the groups featured in the documentary, *Pioneers in Skirts*, just completed.) With First Robotics being such a wide-ranging group across the state, it will allow each of us to participate with a group close to us, maximizing our efforts and impact across the state. The group voted to take this on as a project in our local communities. Check out First Robotics at: <http://www.firstnorthcarolina.org/> or <http://www.firstnorthcarolina.org/2018-nc-frc-teams>

If our members prefer, they can also spend some volunteer time with the Girl Scouts, 4H, Future Business Leaders of America or any other group who might have an interest of furthering STEM for the youth in NC.



We are excited that our very own Lea-Ann Berst and her daughter Ashley Maria (Hollywood CA club) have completed their movie, *Pioneers in Skirts*.

- Here's the direct link to the sizzle trailer: <https://vimeo.com/pioneersinskirts/sizzletrailer>. Please share it to your followers!
- A Community Partner Program has been started to help them raise the money they need to finish the film and get to the premiere. They need to raise a minimum of \$40k.
 - Purpose: to recruit corporate supporters who believe in diverse and inclusive workplaces.For more information contact them at: pioneersinskirts.com

Pictured to the Right: NFBPWC-NC President, Marsha Riibner-Cady, is pictured on the left with the Virginia Dare BPW-NC club president, Emily Gould.



State of North Carolina

ROY COOPER
GOVERNOR

NATIONAL BUSINESS WOMEN'S WEEK

2018

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

WHEREAS, there are 74.6 million women in our nation's civilian labor force, making up more than 45 percent of all United States workers; and

WHEREAS, according to the United States Department of Labor, women own nearly 10 million businesses in the United States, accounting for \$1.4 trillion in receipts in 2017; and

WHEREAS, 57 percent of women participate in the labor force, including 70 percent of women with children under the age of 18; and

WHEREAS, Business and Professional Women's Clubs work to improve the lives of women and their families by promoting equality and helping to create better social, educational, economic, and political conditions for women entering or participating in the workforce; and

WHEREAS, for 90 years, Business and Professional Women's Clubs have commemorated the achievements and contributions of working women by celebrating National Business Women's Week; and

WHEREAS, the North Carolina Federation of Business and Professional Women's Clubs, Inc., which represents women in every voting district of our state, serves as a lead organization of the ERA-NC Alliance to ratify the Equal Rights Amendment to the United States Constitution; and

WHEREAS, National Business Women's Week is sponsored by the North Carolina Business and Professional Women's Clubs, in conjunction with the Business and Professional Women Foundation, who urge all civic and fraternal groups, educational associations, news media, and community organizations to join in celebrating the many contributions of business and professional women to our state;

NOW, THEREFORE, I, ROY COOPER, Governor of the State of North Carolina, do hereby proclaim October 22 – 26, 2018, as "NATIONAL BUSINESS WOMEN'S WEEK" in North Carolina, and commend its observance to all citizens.




Roy Cooper
Governor

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this nineteenth day of October in the year of our Lord two thousand and eighteen and of the Independence of the United States of America the two hundred and forty-second.

PENNSYLVANIA AFFILIATE CHAPTER

Executive Committee:

| | |
|-----------------|------------------------|
| Nancy Werner | President |
| Cathy Collins | Vice-President |
| Marion Waelchli | Recording Secretary |
| Nancy Thomas | Treasurer |
| Laura Whetstone | Parliamentarian |
| Cathy Collins | Membership |
| Lilly Gioia | Advocacy/Public Policy |

For more information about this club, go to: <https://www.nfbpwc.org/Pennsylvania>



By: Nancy Werner
President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC has been a busy time for President Nancy Werner. She has been traveling to Districts 8, 5, and 11 with printed materials and information on the NFBPWC. She has been most appreciative of the District Directors for allowing her time speak at these meetings. October is always our busiest time of the year.

In late September, she traveled to St. Albans, VT to share information with the New England BPW Past State Presidents and the Vermont BPW. This past weekend, she attended the Ecumenical Services that were held near Steubenville, Ohio. For the past 39 years, Ohio and Pennsylvania have gathered to celebrate the NBWW. Next weekend she will be with our Maryland BPW sharing her Individual Development Program skills with their members. But she will also be bringing information on the NFBPWC. Trying to get the word out to everyone is no easy task but she will persevere.

President Nancy is also appreciative of the power point programs made by our leaders. Liz Benham, Past President, created a power point about the History of the NFBPWC and President Sandra Thompson created a power point about the 17 Sustainable Goals. Both power points provide substance as to the talking points of what NFBPWC has to offer.

The monthly E news in print is also valuable. Seeing a monthly review of what is happening in our Federations and Affiliates provides everyone a sense of a "national" and "international" presence. Thank you to Michele Guarino, our editor, for producing this excellent communication tool.

The PA Affiliate Chapter of the NFBPWC are enjoying wearing their new pins. Everyone is encouraged to wear them and share the news about our NFBPWC. We are now 20 members in number and hope that we continue to grow.

We are creating a new application for membership with our Treasurer Nancy Thomas. We wish to be current with the new name changes for the NFBPWC and the PA Affiliate Chapter of PA.

NFBPWC EL PASO TEXAS WEST

Executive Committee:

| | |
|-------------------|----------------|
| Rocío González | President |
| Minerva Villareal | Vice President |
| Virginia Chacón | Treasurer |
| Laura Jurado | Secretary |
| Gloria Flores | Past President |

El Paso West meets the second Tuesday of every month at 11:00 a.m. at member's homes and sometimes at La Madeleine Restaurant.



Our Annual Report meeting will be held on November 13th at Blanca Angeles' home.

Whether you are in the area and would like to attend, just contact Laura Jurado (El Paso West secretary) for the address at laurajuradoa@yahoo.com (don't miss the 'a' after jurado). We'll be delighted to see you!

During our October meeting, we had two keynote speakers from Cardinal Health: Wilfrido Sosa, Manufacturing SVP, and Jesus Yin, Strategic Manager. They gave us a wonderful presentation about Strategic Planning and helped us with a few tips.

NFBPWC HOUSTON

Executive Committee:

| | |
|------------------------|--|
| Paola Ferrari | President |
| Simin Banister | 1 st Vice President of Membership |
| Desyre Morgan | Vice President At Large |
| Sheryl Tuttle | Treasurer |
| Maya Ford | Recording Secretary |
| Soheila (Sue) Nawamooz | Events Chair |

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Houston>

NFBPWC PASO DEL NORTE

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Paso-del-Norte>

NFBPWC VIRTUAL CLUB

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>

Or email: ccbpw@aol.com

Executive Committee:

| | |
|----------------|-----------|
| Carol Comito | President |
| Sue Oser | Secretary |
| Leona Phillips | Treasurer |

NFBPWC YOUNG BPW

For more information, you can visit the website at: <https://www.nfbpwc.org/Young-BPW>

- Photos, poems, collages, and creative writings are welcome for submissions for future newsletters.
- State and Local Chapters - Have you reached a milestone or an accomplishment that you would like to share? Toot your own Horn!

Send your submissions to Michele Guarino at: Michele@ASecondOffice.com

DISCLAIMER: We reserve the right to reject any submissions that are not in line with the mission statement of The National Federation of Business and Professional Women's Clubs.

**Submission Deadline for the December eNewsletter is
Monday, November 26th at 5:00 pm Mountain Time**

