



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

### March 2020 Newsletter

## Upcoming Events

### Momentum Club

5 March 2020

REGISTRATION: <https://www.nfbpwc.org/events>

### Lifelong Leadership Monthly Webinars

"History and Benefits of BPW - 100 Years in One Hour"

10 March 2020

6:00 PM Pacific | 7:00 PM Mountain | 8:00 PM Central | 9:00 PM Eastern

REGISTRATION: <https://www.nfbpwc.org/event-3768314>

### NFBPWC Board of Directors' Meeting

17 March 2020

Call in information is available on the website. Reports are due March 5<sup>th</sup> to Marsha Riibner-Cady.

### 64<sup>th</sup> Commission on the Status of Women (CSW) 2020

9-20 March 2020

Please "register" if you have an interest in learning more about how NFBPWC members can participate as part of BPW International. Events will take place in and around the United Nations in NYC. <https://www.nfbpwc.org/event-3571884>

### NFBPWC General Assembly

20 August 2020

Hilton Buena Vista Hotel, Orlando, Florida Details forthcoming in mid-January

### 30<sup>th</sup> BPW International Congress

21-26 August 2020

Hilton Buena Vista Hotel, Orlando, Florida <https://orlandocongress.bpw-international.org/>

BOOK HOTEL ROOMS NOW FOR BOTH EVENTS:

<https://book.passkey.com/event/49978624/owner/198/home>

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Submission Deadline for the April eNewsletter is Wednesday, March 25<sup>th</sup> 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.*

### **Focus Issue**

*Elimination of Sexual Harassment and Sexual Abuse Against Working Women*

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  
president.liz.benham@gmail.com

### **Standing Committees:**

Membership, Megan Shellman, Colorado  
Advocacy, Nancy Werner, Pennsylvania  
United Nations, Elizabeth Vanardenne, Virtual  
Environment, Laurie Dameron, Colorado  
Finance, Lourdes Reyna, Paso del Norte  
Health, Marion Waelchli, Pennsylvania  
Mentoring Taskforce Chair, Titilola Adisa, Momentum  
International Liaison, Bessie Hironimus, California  
Leadership & Learning, Kathy Kelly, Colorado  
Public Relations, Daneene Rusnak, Virtual  
Young BPW Chair, Ashley Maria, California  
Bylaw and Resolution Chair, Katherine Winans

vpmembership@nfbpwc.org  
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evanarden27@gmail.com  
ldameron@bpwcolorado.org  
lulureyna23@gmail.com  
leomarion2@zoominternet.net  
tytyadisa@yahoo.com  
Bessie.hironimus@bpw-international.org  
kathy@ppiadvantage.com  
daneene1124@gmail.com  
ash@ashley-maria.com  
jkw@gbis.com

### **Special Committees:**

Military Affiliated Women, Barbara Bozeman, North Carolina  
Newsletter, Michele Guarino, Colorado  
Nominations, Manjul Batra

Barbara.bozeman@ymail.com  
michele@asecondoffice.com  
manjulum@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!

Greetings!

My letter is going to be short and sweet.

I hope you all have a wonderful March. I am looking forward to attending the Leader's Summit and CSW in New York. It is very exciting to get to go to the United Nations.

Ashley Maria our Young BPW Chair will also be attending.

In this issue you will have the invitation to our Biennial General Assembly in August 2020, the Registration Form, nomination forms, bylaw amendments, resolutions, and advocacy platform forms and opportunities for program ads. This information will also be available on our website. If you have any questions, please contact any of our Executive Committee.

I encourage you to run for an office or a chair. It is a wonderful experience serving on the National Level and getting to know and work with our wonderful members from all around the country.

We look forward to having you join us for a wonderful day filled with business, education and fun. We have worked very hard to keep the cost to a minimum.

For those of you who have elections in March, please be sure to vote. Remember the ladies who fought so hard for us to have this privilege.

"I think you should take your job seriously, but not yourself - that is the best combination"

--Judi Dench



**International Federation of  
Business and Professional  
Women**



**www.NFBPWC.org**

**PRESIDENT**

Elizabeth Benham  
president@nfbpwc.org

**1<sup>st</sup> VICE PRESIDENT**

Megan Shellman  
membership@nfbpwc.org

**2<sup>nd</sup> VICE PRESIDENT**

Linda Wilson  
advocacy@nfbpwc.org

**EXECUTIVE SECRETARY**

Sandra Thompson  
secretary@nfbpwc.org

**TREASURER**

Gloria Flores  
treasurer@nfbpwc.org

**PAST PRESIDENT**

Trish Knight

**THEME FOR 2016-2018**

*Women Leaning in and  
Leading: Building  
Bridges to Equality*

**MISSION**

*We work to develop the professional,  
business and leadership potential of  
women on all levels through  
mentoring, networking, skill building,  
advocacy and economic empowerment  
programs and projects.*

*We work on building upon our  
powerful network to represent and  
raise the visibility of women on all  
levels of our society- economically,  
socially and politically.*

**BPW INTERNATIONAL**

*The network for business and  
professional women from 90+  
countries on 5 continents with  
General Consultative Status at  
ECOSOC/United Nations.*

**www.bpw-international.org**

## National Federation of Business and Professional Women's Clubs, Inc (NFBPWC) Founded in 1919

A Member of the International Federation of Business & Professional Women

March 1, 2020

### INVITATION TO THE GENERAL ASSEMBLY AND CONFERENCE OF NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC

This is the Official Call to the General Assembly and Conference package for all our NFBPWC members.

It is my great pleasure to extend the warmest welcome to all our members to join us for our biennial National Federation of Business and Professional Women's Clubs General Assembly.

Our General Assembly is essential to conduct the business of our organization which covers Governance, Board of Directors meetings, Bylaw Amendments, Affiliate Reports, Elections, Legislative Platform and Planning. All members attending are full voting delegates. Your voice must be heard.

In addition, immediately following our General Assembly the International Federation of Business and Professional Women's XXX Congress will convene. International is putting together a conference filled with great take home value and excellent workshops by outstanding leaders from civil society and governments who will share with us their experiences and knowledge. The social events are ideal for networking and expanding friendships as global sisters from around the world will be represented

Orlando, and all the theme parks await you with fun, shopping and entertainment. We hope that you partake in all and when you leave to go home, you are filled with accomplishment, joy and a great sense of an excellent investment in yourself.

This package contains all the documents for your review

Sandra L. Thompson  
President NFBPWC



**NATIONAL FEDERATION of BUSINESS & PROFESSIONAL WOMEN CLUBS**  
**BIENNIAL GENERAL ASSEMBLY**  
**August 20, 2020 – Hilton Orlando Lake Buena Vista – Orlando, FL**  
**REGISTRATION FORM**

**Please note: You will be registering for International Congress separately**

**PLEASE PRINT ALL INFORMATION** – Please, one form for each person attending

NAME: \_\_\_\_\_ Club: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ STATE \_\_\_\_\_  
FEDERATION: \_\_\_\_\_  
CITY: \_\_\_\_\_ ZIP: \_\_\_\_\_  
HOME PHONE \_\_\_\_\_ WORK PHONE \_\_\_\_\_  
E-MAIL \_\_\_\_\_

**2018-2020 NATIONAL POSITION: (Select and Circle Only One)**

_____ National Officer	_____ Standing Chair	_____ Member
_____ Past National President	_____ Special Chair	_____ First Timer
_____ Guest	_____ Affiliate President	

**REGISTRATION:**

Biennal Meeting - Received by **June 1, 2020** \$100 \$ \_\_\_\_\_  
Includes– Lunch, Breaks and Materials

ANY Registration Received **June 2, 2020 – July 31, 2020** \$150 \$ \_\_\_\_\_

ANY Registration Received **August 1, 2020 – August 19, 2020** \$200 \$ \_\_\_\_\_

ON SITE Registration **August 20, 2020** \$250 \$ \_\_\_\_\_

**NOTE: YOU CAN REGISTER ONLINE AT [WWW.NFBPWC.ORG](http://WWW.NFBPWC.ORG)**

MAIL CHECK MADE PAYABLE TO NFBPWC AND THIS FORM TO:

**Gloria Flores – NFBPWC Registration**  
**8 Cielo del Oeste, Anthony, NM 88021**

**SPECIAL REQUIREMENTS:**

\_\_\_ If you have a disability and require accommodation to fully participate in this activity, please check here.

You will be contacted to discuss your specific needs.

\_\_\_ If you have dietary restrictions please let us know: \_\_\_\_\_



**The National Federation of Business and Professional Women's Clubs Inc, General  
Assembly 2020**

**“Building Together, We Can Do It, We Can Do It, We Can Do It!”**

TO: STATE FEDERATIONS AND AFFILIATE CLUB PRESIDENTS AND MEMBERS

FROM: MANJUL BATRA, NFBPWC NOMINATIONS CHAIR 2018-2020

**SUBJECT:**

ENCLOSED YOU WILL FIND FORMS TO BE RETURNED TO YOUR NOMINATIONS CHAIR

FORMS SHOULD BE RETURNED BY JULY 15th BEFORE THE GENERAL ASSEMBLY CONVENES.

NOMINATIONS CAN BE MADE FROM THE FLOOR IF A FULL SLATE IS NOT OBTAINED BY THE ABOVE  
DEADLINE

MANJUL BATRA

NFBPWC NOMINATIONS CHAIR

3386 Whitehaven Dr.

Walnut Creek, CA 94598

PHONE: 510-612-4934

EMAIL: MANJULM@AOL.COM



National Federation of Business and Professional Women's Clubs, Inc

CANDIDATE FOR ELECTIVE OFFICE DATA

Complete this form and attach a one to two page summary of your qualifications for Office.

NAME OF CANDIDATE \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_

PHONE NUMBERS BUSINESS \_\_\_\_\_ HOME \_\_\_\_\_ CELL \_\_\_\_\_

E-MAIL ADDRESS \_\_\_\_\_

AFFILIATE CHAPTER/CLUB \_\_\_\_\_

FEDERATION (if applicable) \_\_\_\_\_

OFFICE SOUGHT:

- \_\_\_\_\_ President
- \_\_\_\_\_ First Vice President
- \_\_\_\_\_ Second Vice President
- \_\_\_\_\_ Secretary
- \_\_\_\_\_ Treasurer
- \_\_\_\_\_ Nominations Chair (not an officer – an elected chair)

\*\*\*\*\*

CANDIDATE CONSENT TO SERVE:

I, \_\_\_\_\_, agree to serve as \_\_\_\_\_  
if elected by the NFBPWC Biennial General Assembly body.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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National Federation of Business and Professional Women's Clubs, Inc

**AFFILIATE CLUB ENDORSEMENT OF CANDIDATE**

NAME OF CANDIDATE \_\_\_\_\_

OFFICE FOR WHICH BEING ENDORSED \_\_\_\_\_

SUBMITTED BY: \_\_\_\_\_

PLACE OF MEETING \_\_\_\_\_ DATE \_\_\_\_\_

SIGNED AFFILIATE CLUB \_\_\_\_\_

\*\*\*\*\*

**STATE FEDERATIONS ENDORSEMENT OF CANDIDATE**  
**(California and Colorado only)**

NAME OF CANDIDATE \_\_\_\_\_

OFFICE FOR WHICH BEING ENDORSED \_\_\_\_\_

SUBMITTED BY: \_\_\_\_\_

PLACE OF MEETING \_\_\_\_\_ DATE \_\_\_\_\_

SIGNED FEDERATION PRESIDENT \_\_\_\_\_

SIGNED FEDERATION SECRETARY \_\_\_\_\_

\*\*\*\*\*

REMINDER: Article X, Section 4 of our bylaws states "No more than two candidates from the same State Federation or Affiliate Club shall be nominated." It will be up to the State Federation or Affiliate Club, to decide which two candidates go forward, should there be multiple candidates.





**The National Federation of Business and Professional Women's Clubs Inc,  
General Assembly 2020  
“Building Together, We Can Do It, We Can Do It, We Can Do It!”**

**FORM FOR SUBMISSION OF AMENDMENTS TO THE BYLAWS**

Amendments to the Bylaws may be submitted by State Federations or Affiliate Clubs, the Executive Committee, the Board of Directors or an Affiliate Member  
Proposed amendments must be submitted to the Bylaw Chair by a deadline of June 21st.

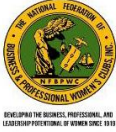
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*(Name of Affiliate, Executive Committee Member, BOD Member, Affiliate Member)*

**Bylaw amendment submitted for consideration and debate at the NFBPWC General Assembly 2020 is the following, which, seeks to amend the BYLAWS**

Current wording	Proposed wording

**RATIONALE FOR THE AMENDMENT**



**The National Federation of Business and Professional Women's Clubs Inc, General  
Assembly 2020  
“Building Together, We Can Do It, We Can Do It, We Can Do It!”**

NFBPWC Resolution Template

***Resolution***

Title: \_\_\_\_\_

*Whereas*, (Reason/Facts/History) \_\_\_\_\_  
\_\_\_\_\_;

*Whereas*, (Reason/Facts/History) \_\_\_\_\_  
\_\_\_\_\_;

*Whereas*, (Reason/Facts/History) \_\_\_\_\_  
\_\_\_\_\_;

*Whereas*, (Reason/Facts/History) \_\_\_\_\_  
\_\_\_\_\_; *therefore be it*

*Resolved*, (action proposed) \_\_\_\_\_.

Proposal submitted by: \_\_\_\_\_ for consideration at the NFBPWC 2020 General Assembly.

Affiliate Club/State Federation \_\_\_\_\_

Date: \_\_\_\_\_

Must be submitted by June 21<sup>st</sup> to the Bylaws Chair, Katherine Winans jkw@gbis.com



**The National Federation of Business and Professional Women's Clubs Inc, General  
Assembly 2020  
“Building Together, We Can Do It, We Can Do It, We Can Do It!”**

**NFBPWC Advocacy Platform Proposals**

**Economic Equity and Justice**

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**Health Equity and Justice**

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**Human Rights**

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Proposal submitted by: \_\_\_\_\_ for consideration at the NFBPWC 2020 General Assembly.

Affiliate Club/State Federation \_\_\_\_\_

Date: \_\_\_\_\_

Must be submitted by June 21<sup>st</sup> to the Vice President Advocacy, Nancy Werner alnancy47@verizon.net



**National Federation of Business  
and Professional Women's Clubs, Inc  
2020 General Assembly Conference**

**Affiliate Sponsor Opportunities**

Program Book Advertisements		<u>Size</u>
Business Card	\$50.00	3.5 inches x 2 inches
1/4 Page Ad	\$100.00	4" x 5 "
1/2 Page Ad	\$150.00	8" x 5" or 4" x 10"
Full Page Ad	\$200.00	8" x 10"

**Advertising Specifications: jpeg, pdf format 300dpi**

**ADS SUBMISSION DEADLINE JUNE 15th**

**Advertisement Form**

**DATE:**

First name \_\_\_\_\_ Last name \_\_\_\_\_

Corporate name : \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Country \_\_\_\_\_

MEMBER OF AFFILIATE  
NAME: \_\_\_\_\_

☐ **ADVERTISING**

☐ BUSINESS CARD \_\_\_\_\_

☐ 1/4 PAGE AD \_\_\_\_\_

☐ 1/2 PAGE AD \_\_\_\_\_

☐ FULL PAGE AD \_\_\_\_\_

☐ ATTACH LOGO \_\_\_\_\_ YES \_\_\_\_\_

**TOTAL** \_\_\_\_\_

**Advertising Specifications : jpeg, pdf format 300dpi**

**ADS SUBMISSION DEADLINE JUNE 15th**

☐ **PLEASE BILL ME**      Email: \_\_\_\_\_

**Your invoice will be emailed and can be paid online by credit card or Please mail payments to NFBPWC Treasurer Gloria Flores 13443 Spyglass Hill Ct Horizon City, TX 79928      Payable to NFBPWC**

**PLEASE RETURN THIS FORM TO : [sponsoring@nfbpwc.org](mailto:sponsoring@nfbpwc.org)**

## 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

## ADVOCACY REPORT

By: Nancy Werner  
2<sup>nd</sup> Vice President of Advocacy, NFBPWC

**Advocacy –Equal Rights Amendment.** “Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex” needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

Let’s continue the story of the ERA to date. We received an NFBPWC E-alert on January 15, 2020 from our National President, Sandra Thompson, that Virginia became the 38th State to ratify the ERA on a vote of 38-12 in their Senate and a 59-41 in their House. What jubilation we all felt! We, BPW, came on board way back in 1937 to support the ERA. During the 1970s and the 1980s, President Sandy was correct that over \$250,000 was collected by BPW members to support this movement. I joined in 1971 with the feeling that I was part of a very important landmark law and I would be making a difference in so many lives of women. It was even more entrenched when we learned that the BPW helped to organize an organization of other groups who supported the ERA. It was a 1975 bylaws amendment to our By-Laws that provided \$1.50 would be collected from each member’s dues. All the money was sent to unratified states to push the ratification. Side note – I remember wearing an ERA button to every BPW meeting and we always had a report from the ERA Committee in the club.

Now we finally get our 38th State of Virginia to ratify the ERA. But we had a problem. Our U.S. archivist, David S. Ferriero, is the one to verify the ratification but he asked the U.S. Department of Justice Office of Legal Counsel for an opinion on the deadline. Deadline date is the key words in this request. You see, there was a 1979 deadline established by Congress for 38 states to ratify the ERA. Well, we were well beyond this established date. What next?

As part of the ERA Coalition, we have pushed onward and have been working with our supporters to see Rep. Jackie Speier’s bill, HJ Res 79, brought to the House Floor for a full vote. This was February 13th. We were thrilled that the House voted to remove the time limit with a vote of 232-183. It was a majority vote.

Our next step is a legislative strategy is in the Senate. Senator Cardin, chief cosponsor of the Senate Resolution to remove the deadline, has reported that he has the votes. What’s the BIG issue is Senator McConnell bringing the resolution to the Senate floor.

As of November 22, the ERA Coalition, Senator Ben Cardin (D-MD) and Senator Lisa Murkowski (R-AK) announced the addition of 16 cosponsors to S.J. Res. 6. We need to add Susan Collins (R-Maine) and Angus King (I-Maine) as cosponsors of S. J. Res. 6. This bill will remove the deadline for the Equal Rights Amendment.

Senator Mark Warner (D-VA), Senator Tim Kaine (D-VA), Senator Krysten Sinema (D-AR), Senator Charles Schumer (D-NY), Senator Dianne Feinstein (D-CA), Senator Richard Blumenthal (D-CT), Senator Richard Durbin (D-IL), Senator Ed Markey (D-MA), Senator Chris Van Hollen (D-MD), Senator Debbie Stabenow (D-MI), Senator Jeanne Shaheen (D-NH), Senator Tom Udall (D-NM), Senator Kirsten Gillibrand (D-NY), Senator Jeff Merkley (D-OR), Senator Ron Wyden (D-OR) and Senator Jack Reed (D-RI).

**WHAT CAN YOU DO? Call you Senators and implore them to ask Sen. McConnell to bring this to the Senate floor. All Senator names and contact information can be found on the Internet.**

Encourage your Senator to sign onto this very important legislation. Also, send a huge thank you to Senator Ben Cardin and Senator Lisa Murkowski for their leadership. From Senator Cardin, “There should never be a deadline on equality. This bipartisan legislation should resolve any ambiguity about states’ ability to ratify the ERA.”

Let’s see what happens next with our ERA.

## MEMBERSHIP NEWS

By: Megan Shellman  
1<sup>st</sup> Vice President of Membership, NFBPWC

*\*Please share your success stories with our members. To be in a future NFBPWC Member Spotlight, please email Megan Shellman at [mshellman@bpwcolorado.org](mailto:mshellman@bpwcolorado.org).*

### 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. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization. Find and register for the next meeting on March 5<sup>th</sup>, 2020 at: <https://www.nfbpwc.org/events>.

### 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 – January to December - for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#).

### Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, we are often asked what value there is to be a part of NFBPWC as a member. For less than \$4 per month of your annual membership fee that goes to NFBPWC, we provide you with many tangible and intangible benefits. From marketing opportunities and formal programs to friendships with women from all over the world, the advantages of being a member are immeasurable when you take advantage of what is offered.

Please email Megan Shellman, 1<sup>st</sup> VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you: [mshellman@bpwcolorado.org](mailto:mshellman@bpwcolorado.org).

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

- Grow through NFBPWC's formal **Leadership and Learning Program**.
  - **Join the next online event, BPW: 100 Years in One Hour: March 10, 2020**
- 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](mailto: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. CSW 64 will be March 9-20, 2020! Start planning your trip to NYC with your NFBPWC sisters!!!
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

## FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady  
Secretary, NFBPWC 2018-2020

The minutes from our December 10, 2019 Board of Director's meeting were sent to all board members and affiliate presidents on January 6, 2020. If you are interested in reading them, please let me know and I'll add you to the list of recipients.

### Reminders:

When your club elects its new officers for the 2019-20 BPW year, please send me the list with emails so that I can update our records. Thank you to those of you who have sent the information already!

**Our next Board of Director's meeting is March 17, 2020 at**

5:00PM Pacific Time / 6:00 Mountain Time / 7:00 PM Central / 8:00 PM - (US/Eastern). Don't forget to wear green!

Call in information is available on the [nfbpwc.org](http://nfbpwc.org) website. All board reports are due by March 5, 2020 to Marsha Riibner-Cady at [romarsci@gmail.com](mailto:romarsci@gmail.com).

Do you need help with your profile on the website? I am delighted to help you update your look. Please contact me at the e-mail above.

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

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

The L3P Committee is on the home stretch to complete a series of about 15 modules designed to enhance professional development skills. We are actively recruiting past "Individual Development" leaders. Please contact Kathy Kelly if you are interested in learning more about becoming a facilitator.



We are looking for a vector designer who can help Savannah, our "Every BPW" member, come alive while planning a meeting, giving a presentation, networking, speaking at the UN and other daily actions that BPW members do. Can you help us?

The first module, **BPW: 100 Years in One Hour**, is available for member use. This PowerPoint is designed to give as a webinar or in person. It comes with a script and all you need to do is change out a few slides to meet your local needs. Contact Kathy for more information.

## GREEN NEWS

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

### Other Resources for Recycling

I have been meaning to put together a list of other helpful resources for several months now. It's very time consuming but I will share a few resources here. Of course, I can't research every single city or state but it's pretty easy for anyone these days...it's called "Google". So, if you don't see what you're looking for here in this "Green News", I hope you'll do some research on your own.

I found out there are a lot of company's making apps these days. I have found Eco-Cycles app "Ecocycle A-Z" for Boulder County very handy. If you have it on your phone you can easily type in a word for a search and it will tell you if it's recyclable or not and where you can take it.

Just go to your APP store and search for "Ecocycle A-Z Recycle Guide"

For example if you type in "Styrofoam" it will tell you which Styrofoam items can be dropped off at the Center for Hard to Recycle Materials (CHARM) in Boulder. They take a lot of items that are not allowed in your regular recycle bins such as, hard Styrofoam blocks, electronics, plastic shopping bags, bubble wrap, clean produce and sandwich bags, dry-cleaning bags and bread bags (the plastic bags and bubble wrap can also be dropped off at

Safeways and King Soopers), ink cartridges (a lot of stores like BEST Buy, Office Depot, Office Max collect these too) and other hard to recycle items for a fee of \$3 per car per visit.

More info here: <https://www.ecocycle.org/charm>

It's very important to know what types of plastics are and are not recyclable to avoid contamination. Just because an item has a recycle symbol does not mean it's recyclable! I know! It's crazy! Styrofoam cups have a recycle symbol but hardly anyone on the planet recycles these or the Styrofoam take out containers from restaurants. (You can keep small containers in your car along with your reusable shopping bags!) And if you're in Colorado please support the HB20-1162 Bill by contacting your legislators and signing a statement of support at:



<https://ecocycle.salsalabs.org/support-sb19-243-colorado-polystyrene-ban/>

I had been thinking since China is not taking our plastics any longer, that we need to build better recycling plants here in the USA for hard to recycle plastics, but I was reminded that instead of using all that energy and resources to build centers, a better solution is to quit (or reduce A LOT) using single-use plastics! Again if you're in Colorado support HB20-1163

<https://ecocycle.salsalabs.org/stoptheproliferationofsingleuseplastics/>

Other Resources for recycling in Boulder County and guidelines:

<https://www.ecocycle.org/ecocycleguide>

[https://www.ecocycle.org/files/pdfs/EcoCycleGuide/Eco-Cycle-Guide\\_2019-2020.pdf](https://www.ecocycle.org/files/pdfs/EcoCycleGuide/Eco-Cycle-Guide_2019-2020.pdf)

Another resource in Boulder County for Styrofoam peanuts:

<https://glassmith2.com> (This company will reuse them for packaging the awesome glass award plaques that he makes)

And then, there are all kinds of things you can take to Art Parts Creative Reuse Center in Boulder, where artists upcycle odds and ends by using them in creative art which is often displayed in the store. Their mission statement is: To inspire and promote creativity, resource conservation, and community engagement through reuse. They have diverted TONS of material from the landfill over the last few years!

You can drop off all kinds of items and then find a lot of used but useful items such as art/craft/school supplies including glues and glue sticks and picture frames and glass to go with them and all kinds of little knick knacks!

<http://www.artpartsboulder.org> and you can find them on Facebook too:

<https://www.facebook.com/ArtPartsCreativeReuseCenter/>

Longmont has also come up with an APP "Longmont Waste Services APP"

If you are in Denver check out:

<https://www.denvergov.org/content/denvergov/en/trash-and-recycling/recycling/recycling-directory-dropoff-locations.html#rc-cpage=41113>

Another great place in Denver that also takes CD's, DVD's and jewel cases is:

<https://www.sustainability-recycling.com>

For Denver Metro (Waste Management is the largest trash hauler in the country so if you're in a state outside of Colorado you may find this APP helpful) use this APP: "WM CartWise APP"

[Terracycle.com](http://Terracycle.com) is a company that has some drop off locations or you can mail in some materials such as foil energy bar wrappers, chip bags (Alfalfa's used to have a bin for that - I am thinking of starting a collection for this in my mobile home park).

One other thing I'd like to mention, another common mistake folks make when recycling cardboard boxes is not breaking them down before throwing them in the recycle bin. BUT - if I have boxes that are in good shape, I take them to Natural Grocers where they reuse them or to a mailing store that can reuse them like PAK Mail near McGuckin's.

Again, please remember the three R's are in order of importance: Reduce, Reuse, Recycle! Striving for zero waste is one of the easiest and quickest ways to fight climate change!

Another incentive for recycling is some trash haulers will discount your trash according to how much you divert into the recycle bin. Sorry but you'll have to do the research on that.

I was going to list some resources for composting, but I'll save that for next time!

Here's where we left off with Pope Francis:

### *III. LOSS OF BIODIVERSITY*

42. Greater investment needs to be made in research aimed at understanding more fully the functioning of ecosystems and adequately analyzing the different variables associated with any significant modification of the environment. Because all creatures are connected, each must be cherished with love and respect, for all of us as living creatures are dependent on one another. Each area is responsible for the care of this family. This will require undertaking a careful inventory of the species which it hosts, with a view to developing programmes and strategies of protection with particular care for safeguarding species heading towards extinction.

Continue reading [HERE](#)

Read the entire encyclical: [POPE FRANCIS https://laudatosi.com/watch](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](mailto:WindchimeL@aol.com) Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

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

Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

# State Federation & Clubs News

## NFBPWC CALIFORNIA FEDERATION

### Executive Committee 2019-2020:

Rosemary Enzer	President
Lynn Brandstater	President-Elect
Sally McMahon	Vice President
Trudy Waldroop	Parliamentarian
Elaine Wakeham	Treasurer
Maryann Wesson	Secretary
Immediate Past President	Katherine Winans



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

By: Rosemary Enzer, President, NFBPWC California

The California Federation held its 60<sup>th</sup> Annual Public Policy Conference in February. The meeting agenda included speakers, short workshop sessions and legislative bill screening. Among the speakers was California Assembly Member Laura Friedman, a member of the California Commission on the Status of Women and Girls and the directors of Family Promise, a non-profit organization working with homeless families.

Jackie Melvin, national and state chair of the Task Force on the Elimination of Sexual Assault and Harassment, was the featured speaker on Friday. She presented a summary of the work that has been accomplished nationwide to end harassment and assault against working women.

Every two years at the Public Policy Conference, CFBPW reviews its Public Policy Statement for any needed changes or updates. This is also the time the Federation's focus issue for 2020-22. Final votes on these will be at the Federation's Annual Conference in May.

Prior to the Public Policy Conference, the CFBPW Board of Directors held its winter meeting. The Board conducted its business, presented training on membership and marketing. Our Management Team meetings included planning for our 100<sup>th</sup> birthday celebration to be held in May. The special luncheon speaker was Chris Carson, national president of the League of Women Voters.

The weekend meetings also featured a special evening with dinner and a showing of *Pioneers in Skirts*, the documentary written, directed and produced by our own Young BPW chair, Ashley Maria.



THE BURBANK BPW CLUB CELEBRATES ITS 98TH YEAR OF WOMEN HELPING WOMEN



*Pioneers in Skirts* won Best Documentary Feature at the 2020 Worldwide Women's Film Festival. 86 films made by female filmmakers from all over the globe were hand-picked to screen at this event. This is the 4th award *Pioneers in Skirts* has won since it premiered!! Congratulations to Ashley Maria!

As we celebrate the Federation's centennial year, two of our clubs have celebrated milestone birthdays. Hollywood BPW is 99 years old and the Burbank BPW club celebrated number 98.

## NFBPWC COLORADO FEDERATION

### Executive Committee 2019-2020:

Kathryn Wallace	President
Evie Hudak	1 <sup>st</sup> Vice-President
Sharon Simmons	2 <sup>nd</sup> Vice-President
Cheryl Rotkovich	Treasurer
Teresa McEldowney	Secretary
Deborah Fischer	Immediate Past President



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

By: Kathryn Wallace, President, NFBPWC Colorado (2019-2020)  
[president@BPWColorado.org](mailto:president@BPWColorado.org)

## NFBPWC FLORIDA

### Executive Committee 2019-2021:

Susan Gingerich	President
Patty Harris	Vice President, Membership
Paola Levi	Vice President, Advocacy
Liz Benham	Treasurer
Lynne Hale	Secretary

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

## NFBPWC LA GRANGE-CHICAGO

### Executive Committee 2019-2020:

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 MICHIGAN

### Executive Committee 2019-2020:

Shirley Zeller	President
Susan Oser	Vice President, Membership
Amy Courter	Vice President, Advocacy
Denise Garn	Secretary
Susan Murphy	Treasurer

## NFBPWC NEW YORK CITY

### 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](http://www.NFBPWC-NYC.org)

## NFBPWC NORTH CAROLINA

### Executive Committee 2018-2020:

Marsha Riibner-Cady	President
Barbara Bozeman	NBPWC-NC Momentum Club Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook page
Varnell Kinnin	SDG-NC Chair

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



By: Marsha Riibner-Cady, President, NFBPWC North Carolina

Article submitted by: Varnell Kinnin

On February 20, 2020 NFBPWC-NC met via zoom. Special thank you to Jo Naylor for working on our by-laws. Below are 3 articles from our members about great things they are doing in their community.

As a group we are supporting one of Marsha's staff members by voting daily until March 16, 2020 at <https://www.ncschoolheroes.com/?eid=2028050>. The program is NC School Heroes from the NC Education Lottery. 200 people will be chosen from the nominees with the most votes, they move into to the judging phase were 10 lucky winners are picked to receive \$10,000 for themselves and \$10,000 for their school. Shelawn Burton is our nominee from our After-School program. Please go to the website, read her nomination, vote for her daily and share with your friends. Thank you and questions can be directed to Marsha at [romarsci@gmail.com](mailto:romarsci@gmail.com).

Our next meeting will be March 19, 2020 at 8pm Eastern on zoom. Please contact Marsha if you would like to join us at [romarsci@gmail.com](mailto:romarsci@gmail.com).

Edgecombe Community College Student Success Center sent out a request for help for food to put in the campus food pantry for students that needed help. NFBPWC-NC came through. I know everyone hasn't had time to send in something, but we are off to a good start. Two of our members sent gift cards totaling almost \$250. I will be making a Walmart trip this weekend to stock up.

The Student Success Center (SSC) is what it says. It is there to help students in whatever way they can. I am with the College and Career Readiness Center (CCR). Our students are trying to get a high school diploma or a GED. Most of them don't or can't work for the lack of a diploma. The SSC is in the curriculum side. They help all students also. But you would be amazed at students who don't have breakfast or lunch but are trying to get their education. Some items we buy are tuna packets, microwavable soups and ravioli, mac and cheese cups, spaghetti and meatballs, pretzels, chips, popcorn, trail mix, fruit cups, and water to name a few.




I will be getting pictures of the pantry and the Success Center Coach for the next newsletter. Thank you so very much for all your help for our students. For more information please contact me at [varnellk@hotmail.com](mailto:varnellk@hotmail.com).





## Quilts! Quilts! ... and more Quilts!

Our newest member, Alice Gallop West is the organizer of a great group of Women who gather on the, 1<sup>st</sup> Saturday of the month from 10 am to 4 pm. The group affectionately known as, "Quilt with A Heart" is a Mission Minded Outreach Ministry of The Mount Church, Elizabeth City, NC. This spring the group of Quilters will dedicate their efforts towards making baby quilts and donating these quilts to the Women's Clinic at the Hampton VA Medical Center, in support of their upcoming Baby Shower for Women Veterans scheduled for May 2020. This is an awesome opportunity to give back to our Women Veterans who are new Moms! For more information or to share in supporting this opportunity, feel free to reach out to Alice via email to: [algall@aol.com](mailto:algall@aol.com)




# WHO IS YOUR 2020 NC SCHOOL HERO?

## VOTE!

YOU CAN VOTE ONCE A DAY  
UNTIL MARCH 15, 2020 ★★

For Nominee  
**Shelawn Burton**



Four time recipient  
Dare County  
Schools  
ASEP  
Employee  
of the Year!

[ncschoolheroes.com](http://ncschoolheroes.com)

You can  
VOTE  
ONCE A  
DAY!

WINNERS RECEIVE

**\$10,000 + \$10,000**


FOR THEMSELVES FOR THEIR SCHOOL

Nominate and vote at [ncschoolheroes.com](http://ncschoolheroes.com)

Click Vote on homepage & select Dare County

FEBRUARY 3 - MARCH 15

MUST BE 18 TO PLAY. Problem Gambling Helpline: 877.718.5543



## 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

**SPRING IS COMING! We are meeting on Friday, March 13, 2020 to get down to business.**

From the Suffragists Float in the Rose Parade on January 1, I received a very special gift of the official Rose Parade Collector's Book. A BPWPA member received it from her boss who made the trip and he gave it to her. Mary in return sent it on to me. Can't wait to share with our PA BPW Affiliate members. Love the article that they wrote about the float!

We will continue to work for the Equal rights Amendment. Making sure that my members are aware about what is happening and what they can be doing by calling or emailing their Senators in Washington D.C.

We continue to support our Pittsburgh CEDAW work. We enjoy hearing from MJ Shaw, one of our members, who sits on the CEDAW Commission in this great city. Enjoyed that the UN recognized Pittsburgh for its work last March.

We will continue to support our NFBPWC with the upcoming Biennial Conference scheduled for August 20, 2020 in Orlando, FL.

We will continue to support our NFBPWC with the upcoming XXX International Conference scheduled for August 21-25, 2020 in Orlando, FL.

We have a lot going on.

Sorry for missing a few months. I had a triple bypass done on 1/8/2020 and I have been taking each day one at a time. Appreciated Lilly Gioia for her Legislative expertise and filling in for me.

## BPW/PA Local Legislative Report by Lilly Gioia

By: Lilly Gioia, NFBPWC Pennsylvania Legislation Committee

### PENNSYLVANIA'S LEGISLATION UPDATE:

#### IS THE EQUAL RIGHTS AMENDMENT ON LIFE SUPPORT???

#### H.J.Res.79 REMOVES AN ARBITRARY DEADLINE FOR E.R.A. RATIFICATION; NEW THREE STATE LAWSUIT FILED SUPPORTING E.R.A. ADOPTION;

On February 13, 2020 Representative Jackie Speier's (D/CA) bi-partisan Joint Resolution (H.J.Res.79) removing deadlines and calling on the U.S. Archivist to certify the Equal Rights Amendment a part of the United States Constitution, passed 232 – 183. All Democrats vigorously supported H.J.Res.79 along with five of a possible 195 Republican members. Republican co-sponsors Rep. Tom Reed (R/NY) and Rep. Brian Fitzpatrick (R/PA) released a joint supportive statement in response to Virginia's ratification of the ERA calling for immediate adoption. Representative Speier said, "There is no expiration date on equality!" The E.R.A. coalition stated, "Our polling shows that 94% of Americans want the Equal Rights Amendment to be part of the Constitution. In 2020 women should no longer be second-class citizens in the United States of America."

#### BUT, SUPREME COURT JUSTICE RUTH BADER GINSBURG'S 2/10/20 COMMENTS AT GEORGETOWN UNIVERSITY LAW CENTER INDICATE HER BELIEF THAT THE ENTIRE EFFORT TO ADD A 28<sup>TH</sup> EQUAL RIGHTS AMENDMENT TO THE CONSTITUTION SHOULD START ALL OVER FROM SCRATCH.

According to a CNN report, Justice Ginsburg suggested that the deadline to ratify the E.R.A. as a Constitutional Amendment has expired and that the decades-long effort to pass the E.R.A. should start anew. "I would like to see a new beginning," Ginsburg told an audience. "I would like to start over. There is too much controversy about the late-comers long after the deadline has passed." Justice Ginsburg seemed to throw cold water on a recent effort by Virginia and other states who argued that after Virginia became the 38<sup>th</sup> state to ratify the Amendment in January, states had met the threshold necessary to change the Constitution. "I would like to show my granddaughters that the equal citizenship stature of men and women is a fundamental human right. I hope someday it will be put back in the political hopper, the starting over again, collecting the necessary number of states to ratify it," she said last year at a Georgetown event. A Vox News 2/11/20 report quoted Justice Ginsburg saying, "Plus, a number of states have withdrawn their ratification. So if you count a late comer on the plus side, how can you disregard states that said 'we've changed our minds?'" Five states (Idaho, Kentucky, Tennessee, South Dakota and Nebraska) later rescinded their ratification. According to Vox, Ginsburg's comments are likely to be a death knell for the E.R.A. Without Ginsburg's vote it is tough to imagine that five members of the Supreme Court would agree the E.R.A. was properly ratified. Further, while Congress could, in theory, start the ratification process over again, it is also hard to imagine two-thirds of the House and Senate agreeing to do so in an age when Congress often struggles to perform basic functions like funding the government. Additionally, Republican Majority Leader, Kentucky Senator Mitch McConnell, has said he is "personally not a supporter of the E.R.A." He may simply refuse to call a vote on whether the E.R.A. is part of the Constitution, according to Vox reporter Ian Millhiser.

E.R.A. supporters point out that the Constitution does not explicitly say that rescission is allowed. The Justice Department didn't weigh in on the question of rescissions saying, "It's unnecessary for us to consider whether the earlier ratifications of the E.R.A. by five state legislatures were validly rescinded." According to a 2/12/20 ROLL CALL report by Katherine Tully-McManus, Constitutional Amendments do not typically have ratification deadlines. In 1992 the 27<sup>th</sup> Amendment was ratified prohibiting changes in lawmakers' pay from going into effect until after an election has taken place.

It had begun as the “Madison Amendment” approved by Congress in 1789 and still considered viable when taken up in the 1980’s. E.R.A. supporters point to the 200-year window for the 27<sup>th</sup> Amendment to bolster their argument that the original E.R.A. should still be viable since Congress could cancel the deadlines in the Amendment – particularly since the deadline had not been included in the Amendment text.

A McClatchy News report alluded to a Justice Department finding that “there are only two ways the E.R.A. can continue. Either Congress RESTARTS the process by re-proposing the Amendment to the States or both House and Senate approve a Joint Resolution removing original deadlines.

Republicans opposed to the E.R.A. are raising concerns both about the process Democrats are pursuing to enact the Amendment and the resulting consequences they foresee. Arizona Republican Representative Debbie Lesko called H.J.Res.79’s language to require a majority vote rather than the usual two-thirds vote needed for a Constitutional Amendment a “sneaky act.” Georgia Republican Representative Doug Collins called the Democrats’ effort a “defiance of historical reality.” “Democrats are trying to revive the failed attempt at a Constitutional Amendment. Congress lacks the power to do so,” he said. In closing arguments Collins insisted the Constitution’s 14<sup>th</sup> Amendment Equal Protection clause sufficiently protects women’s rights already. However, when Supreme Court Justice Antonin Scalia was on the bench, he believed otherwise, saying the Equal Protection Clause DOES NOT apply to women. A number of Republicans in opposition mentioned Justice Ginsburg’s recent remarks about “starting over” in their floor arguments. Republicans see the E.R.A. as indivisible from the issue of abortion rights, warning that ratification would lead to expanded use of abortion and rollbacks of anti-abortion legislation on the state level. Representative Lesko warned “if ratified, the E.R.A. would be used by pro-abortion groups to undo pro-life legislation and lead to more abortions and taxpayer-funded abortions.”

On January 30, 2020 Democratic Attorneys General of Virginia, Illinois and Nevada filed suit in District of Columbia U.S. District Court to have the Equal Rights Amendment added to the U.S. Constitution. This lawsuit challenges the Trump Justice Department’s Office of Legal Counsel opinion that the Equal Rights Amendment deadline for passage expired decades ago, precluding any further consideration of the ERA, according to CNN. The Attorneys General are asking David S. Ferriero, Archivist of the United States who administers the ratification process, to “carry out his statutory duty to recognize the complete and final adoption” of the ERA as the 28<sup>th</sup> Amendment to the Constitution. The ERA would ban discrimination on the basis of sex and guarantee equality for women under the Constitution. This new suit is the first response by liberal-leaning states to force the ERA’s passage following Virginia’s ratification earlier in January. It argues that the Archivist does not have the authority over which amendments are added to the Constitution, though Ferriero stated in February his intention to follow the opinion provided by the Trump Office of Legal Counsel and not act unless directed by a court. The three Attorneys General have stated that the Archivist’s “failure” to recognize the Amendment’s adoption “creates widespread confusion” regarding the effect of Nevada, Illinois and Virginia’s recent ratification. This matter will ultimately be settled by federal courts.

Regardless of H.J.Res.79’s ultimate fate, Representative Carolyn Maloney (D/NY) and Senator Bob Menendez (D/NJ) are sponsoring H.J.Res.35 and S.J.Res.15 that proposes a FRESH START for the Equal Rights Amendment. Representative Jackie Speier has joined with Senator Benjamin Cardin to also sponsor a FRESH START Constitutional Amendment under H.J.Res.38 and S.J.Res.6. These Resolutions would re-start the ratification process by removing the deadlines for ERA ratification set in 1972 and extended to 1979. The Amendment is worded:

*The following Article is proposed as an Amendment to the Constitution of the United States of America, which shall be valid to all intents and purposes as part of the Constitution when ratified by the legislatures of three-fourths of the several states.*

SECTION 1. *Women shall have equal rights in the United States and every place subject to its jurisdiction. Equality of rights under law shall not be denied or abridged by the United States or by any State on account of sex.* SECTION 2.



*Congress and the several states shall have the power to enforce, by appropriate legislation, the provisions of this Article.*  
SECTION 3. *This Amendment shall take effect two years after the date of ratification."*

In the Senate, Alaska Senator Lisa Murkowski has also lead an effort to remove the deadline with Maryland Democratic Senator Benjamin L. Cardin. Their joint resolution would not require the signature of the president. A majority of Democratic female Representatives speaking and voting to pass H.J.Res.79 wore purple and lilac attire to honor the suffragists on this 100<sup>th</sup> anniversary year of women finally being able to vote and Alice Paul's authorship of the E.R.A. in 1923. BPW members who wish to acquire a comprehensive report on the history and current legislative efforts on behalf of the E.R.A. can download a copy of a 12/23/19 Congressional Research Services 37-page report, "The Proposed Equal Rights Amendment: --- Contemporary Ratification Issues" @ <https://crsreports.congress.gov> (Report #R42979).

#### H.B.1945 GIFT BAN BILL MAKES BRIBERY ILLEGAL IN PENNSYLVANIA:

Pennsylvania is one of only eight states that has no limitations on what lobbyists can gift to legislators. Since 2017 giftban.org volunteers have lobbied 250 of the 253 legislators and marched 205 miles across the Commonwealth. They have organized 14 non-violent actions in support of passing a gift ban. The May 2019 March on Harrisburg forced House Speaker Mike Turzai to publicly support the gift ban after demonstrators shut down the session by flooding the House with 500 \$1 bills and dropping a banner that read "Some Guilty; All are Responsible - Pass the Gift Ban Bill NOW!" Another banner read: "\$\$ SILENCES US." Twenty activists were arrested for protesting at the State Capitol including Rabbi Michael Pollack. H.B.1945 bans all gifts including transportation, lodging and hospitality over \$10 to public officials or their spouses (with few exceptions). It enforces transparency by reporting gifts within 10 days of acceptance and expands the definition of "cash" to include cash-like instruments such as gift cards and electronic currency among a number of other important reforms. To support calling H.B.1945 to floor votes, BPW members may contact Speaker Turzai's office @ 717-772-9943 and Senator Jake Corman's office @ 717-787-1377.

#### 2020 HARRISBURG RALLY TO END PENNSYLVANIA GERRYMANDERING -- MARCH 23<sup>rd</sup>:

Recent press reports have called attention to the millions of dollars flooding into Pennsylvania to grab control of the redistricting process in an attempt to control outcomes in 2020 congressional races. Until our redistricting processes are changed, Pennsylvania, one of the largest swing states, will continue to be a top target for outside campaign funds, FAIR Districts PA reported on 2/4/20.

H.B.22 and H.B.23 would create an independent citizens commission to draw both congressional and legislative districts, working together to make reform possible in time for the 2021 redistricting. Two new Senate bi-partisan bills (S.B.1022 and S.B.1023) create the independent citizens commission while putting safeguards on the process and amend the PA Constitution to give that same commission authority to draw the state House and Senate districts. **These bills must pass in both houses by the summer recess or there will be another decade with the current secretive, partisan and flawed redistricting process.**

#### H.R.2474 P.R.O. ACT - PROTECTING THE RIGHT TO ORGANIZE:

Supported by Catholic Social Justice and many worker rights organizations, H.R.2474 passed the US House on 2/6/20 223-194. The bi-partisan PRO Act sponsored by Rep. Bobby Scott (D/VA), confronts major changes in the American labor market acknowledging problems in the "gig" economy, the franchise workforce, and employers intentionally misidentifying employees as "independent contractors" in order to avoid paying benefits. Co-sponsor Rep. David Cicilline (D/RI) referenced the "tremendous economic inequality in our country due in large measure to policies from anti-union politicians that have left workers without the freedom to organize and negotiate collectively for good wages, better benefits and safer working conditions." Over the past four decades, Cicilline noted, the average income for working people has barely increased (1.1%). In that same time the average income for the wealthiest top 1% increased by more than 184%. H.R.2474 makes unionizing franchise workers in the fast food and other industries less cumbersome while reducing management

powers to use replacement workers in the event of labor disputes. H.R.2474 also addresses issues with “Right to Work” states where union organizing campaigns face immense obstacles.

Current law does not require civil penalties when employers violate their employees’ right to organize. “That means a parking ticket currently costs more than violating workers’ rights to join or form a union,” Cicilline said. H.R.2474 is part of a package of Democratic-sponsored House bills intended to improve wages and benefits including the Raise the Wage to \$15 Act, Equal Pay for Women and the S.E.C.U.R.E. Act for retirement protection. H.R.2474 could definitely help improve women’s economic situation since over 60% of the minimum wage workforce is female. On average unionized workers earn 23% higher wages than non-unionized employees. A hefty majority of Americans if given the chance to join a union, say they would. “Mitch McConnell should cast aside the corporate special interests that have prevented progress in the Senate and bring this bill up for a vote immediately,” Rep. Cicilline said.

H.R.1692 E.A.C.H.-WOMAN ACT;

EQUAL ACCESS to ABORTION COVERAGE in HEALTH INSURANCE ACT –

Sponsored by Rep. Barbara Lee (D/CA), H.R.1692 has 179 co-sponsors. The bill states that “neither a woman’s income level nor her type of insurance should prevent her from having access to a full range of pregnancy-related care including abortion services.” H.R.1692 prohibits the federal government from restricting or otherwise inhibiting insurance coverage of abortion care by state or local governments or by private health plans. Instead H.R.1692 ensures coverage for abortion care in public health insurance programs including Medicaid. Representative Lee maintains that restrictions on abortion coverage have a disproportionate impact on low income women, women of color, immigrant women and young women. Those women are already disadvantaged in their access to resources, information and services necessary to prevent an unintended pregnancy or to carry a healthy pregnancy to term. Sponsors of H.R.1692 insist that restrictions on abortion coverage interfere with a woman’s personal decision making. Women’s health and well-being includes a constitutionally protected right to a safe and legal medical procedure, advocates say. A recent Kaiser Family Foundation poll found that 69% of Americans are opposed to overturning Roe V. Wade, including 91% of Democrats, 41% of Republicans, and 70% of Independents. 79% think that decisions about abortion should be made by women and their doctors rather than by lawmakers. Only 11% think abortion should be illegal in all cases.

H.R.1980 SMITHSONIAN WOMEN’S HISTORY MUSEUM ACT;

H.R.1980 passed the House of Representatives with 374 bi-partisan votes on February 11, 2020 with 37 Republicans voting against it. In 1998 Rep. Carolyn Maloney (D/NY) first introduced legislation to create a museum dedicated to telling American women’s history. Reintroduced many times and again on March 28, 2019, H.R.1980’s Republican co-sponsor this time was Pennsylvania Rep. Brian Fitzpatrick (R/PA). “For too long the contributions women made to our country have been overlooked and underappreciated. This is unacceptable,” Fitzpatrick said. “I am proud to stand with my colleagues to support this bi-partisan legislation.” Rep. Maloney said, “This museum is so important because if we fail to recognize women, we cannot empower them. But women’s stories have been largely excluded from history books. Out of 2,500 national historic landmarks across the country – only 5% are dedicated to women’s accomplishments.” Seeing role models doing things we all aspire to can change the course of someone’s life, she continued. “Women and men of all ages deserve to see and be inspired by the remarkable women who helped shape this nation.” House Majority Leader Steney H. Hoyer said he hoped the “Senate follows suit quickly and that it can be signed into law.” S.959 is the companion bi-partisan Senate bill introduced by Susan Collins (R/ME) and Diane Feinstein (D/CA). American Museum of Women’s History Congressional Commission Chair Jane Abraham said, “U.S. history is not complete without women’s history. The Smithsonian is the right institution – our national caretaker of American history – to tell these stories.”

## HOW PRESIDENT TRUMP'S 2021 BUDGET HURTS ELDERLY WOMEN:

Women's life expectancy generally exceeds men's. In America statistically, women tend to out-live their husbands by 11 years. Lifetimes of unequal pay and family care-giving contribute to higher poverty rates for elderly women. That's why spending cuts in programs for the elderly disproportionately have a negative impact on women. President Trump's 7% reduction in spending between 2021 and 2030 of \$756 billion cuts Medicare, Medicaid and Social Security Disability Insurance, according to a 2/10/20 Forbes.com report, will affect older women. The Trump budget proposes to require patients and doctors to ask for prior authorization from Medicare before certain procedures could be performed. (Think rationing) President Trump wants more seniors to see Nurse Practitioners and Physicians Assistants as primary care providers under the new proposal. He would cut down on reimbursement rates to health care providers, reducing how much doctors, hospitals and hospices are paid for providing health care. This controversial strategy means some seniors could lose access to their favorite doctors. Dan Adcock, Director of Government Relations at the National Committee to Preserve Social Security and Medicare, said the Medicare cuts were worrying. When reimbursement rates decrease, "you start to affect access because doctors decide they can't make a decent living," he said. There is a \$75 billion decrease in spending on two federal disability programs SSDI and SSI over the next 10 years. There is less money for Nursing Homes, Long-term Care, and other senior health costs covered by Medicaid. Medicaid kicks in for long-term care expenses once seniors have depleted most of their assets by paying for a nursing home or in-home care. Trump's budget over the next 10 years cuts Medicaid spending by 16%, transforming Medicaid from an "entitlement" program to a "block grant" program. This allows states to make changes including cuts to long-term care coverage affecting nursing home reimbursements. This budget cuts Meals on Wheels, Utilities Assistance, and Senior Jobs Programs. The proposed budget recommends shelling out serious cash on new space explorations of Mars, increased military spending and maintaining expensive tax breaks for corporations. "President Trump has repeatedly promised to protect Medicare and Social Security. His budget is further proof that those claims are, at best, bold-faced lies," said Pennsylvania Senator Bob Casey, Ranking Member of the Senate Sub-Committee on Aging. "Older Americans should take note," he added.

## 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.

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](mailto:laurajuradoa@yahoo.com) (don't miss the 'a' after jurado). We'll be delighted to see you!

## NFBPWC HOUSTON

### Executive Committee:

Paola Ferrari	President
Simin Banister	1 <sup>st</sup> 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: [ccbpcw@aol.com](mailto:ccbpcw@aol.com)

### Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak  
President, NFBPWC Virtual Chapter

Be sure to stop by the [Virtual Chapter page](#) on the NFBPWC website. We've added a few "bells and whistles," including a calendar and some of our "open to the public" webinars.

Stay tuned for more updates soon!



## NFBPWC YOUNG BPW

By: Ashley Maria  
Young BPW Chair, NFBPWC  
Contact: [YoungBPW@NFBPWC.org](mailto:YoungBPW@NFBPWC.org)

### Join Young BPW!

Let's work together to build up Young BPW in the USA! Members of Young BPW (18 - 35 years old) have the opportunity today to create a new community of support.

Ashley Maria, Young BPW Chair pictured to the right, had the honor of representing North America at the United Nations this year as a Young BPW Delegate. Let's create more opportunities like this for our Young BPW members!



If you qualify for Young BPW, please fill out our survey (<https://www.surveymonkey.com/r/CSYGSCCL>) and tell us what you'd like to get out of this new community of support. Thank you for jumping in to support Young BPW!

Link to Young BPW Website: <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](mailto:Michele@ASecondOffice.com)

Submission Deadline for the April eNewsletter is Wednesday, March 25<sup>th</sup> at 5:00 pm Mountain Time

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.

## ENGAGE WITH NFBPWC ON SOCIAL MEDIA



<https://www.facebook.com/NatlFedBPWC/>



<https://plus.google.com/104658286477356273688>



<https://twitter.com/nfbpwc>



[https://www.youtube.com/channel/UC2l\\_ciXLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg)



<https://www.instagram.com/nfbpwc/>



<https://www.linkedin.com/company/national-federation-of-business-and-professional-women%27s-clubs>



DEVELOPING THE BUSINESS, PROFESSIONAL, AND  
LEADERSHIP POTENTIAL OF WOMEN SINCE 1919

## Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the business, professional and leadership potential of all women through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

The National Federation of Business and Professional Women's Clubs (NFBPWC) is a 501(c)(3), member-driven and member-led organization dedicated to empowering women to reach their full potential in the workplace, with equal participation in power and decision making roles.

We are an affiliate of the International Federation of Business and Professional Women, which spans across 5 regions and over 110 countries throughout the world. BPW International has consultative status at the United Nations with members serving on various United Nations committees globally.

NFBPWC takes action to achieve women's equality in social, economic, community and political terms. By developing policy, collaborating on projects and advocacy. NFBPWC strives to obtain equal rights, equal pay, equal representation, equal opportunities and safety for women.

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### Our NFBPWC Heritage



Dr. Lena Madesin Phillips,  
A Founder of NFBPWC  
Founder of BPW International

*"Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined actions. Each woman must dedicate herself to protect and promote the interests of all other women in business and the professions."*

### Our ambition

*Equal participation of women and men in power  
and decision-making roles.*

- Take professional responsibility on all levels in the economy, politics and society.
- Think and act locally, nationally and internationally.
- Engage in networking and mentoring programs.
- Enjoy lifelong learning.
- Develop the professional, business and leadership potential of all women.
- Work cooperatively with the United Nations and other national and international organizations.

## **Incredible benefits available to leaders, members, and affiliate organizations for less than \$4 per month per member!**

### **Affiliate Benefits**

- Dedicated Board of Directors working to achieve the mission and goals of the organization while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 110 countries.
- Opportunity to be part of an organization that has 100 years of legacy and strength supporting it.
- Leadership opportunities regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-newsletter.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders nationally and globally.
- Dedicated Executive Committee with the goal of seeing the organization and its members succeed.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Programming for members available digitally every month.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Planned events for members that empower and inspire advocacy for women worldwide through education and information.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.

### **Individual Benefits**

- Formal Lifetime Leadership and Learning Program.
- Formal Mentoring Program.
- Business Network to market business and professional services.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the newsletter, e-alerts, website, and social media platforms.
- Private Membership Directory supporting members and their organizations.
- Participate in the United Nations System worldwide through the Commission on the Status of Women and other programs annually.
- Advocate for women's issues on a national and international level.
- Cultivate worldwide friendships in one of the original women's networking organizations.
- Access to programming through digital platforms on a monthly basis.
- Invitation to attend the Biennial General Assembly for NFBPWC, the Triennial Congress for BPW International, Regional BPW International Conferences and the BPW International Leaders Summit.
- Access to a Young BPW Program that is supported both globally and nationally.
- Informative monthly newsletter that compiles our efforts across the globe and empowers members through education.

Membership dues are less than \$4 per month, per member for a total of \$45.75 each year (\$25 to BPW International).