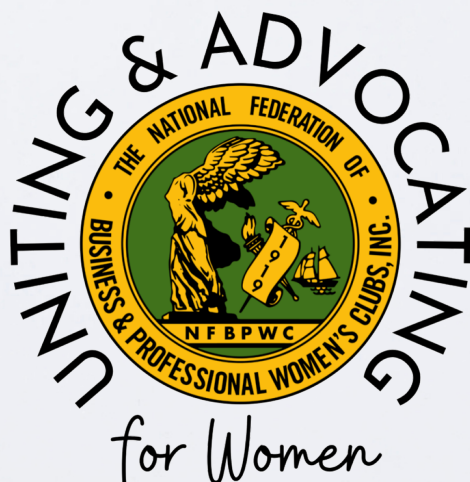


NFBPWC Magazine

OCTOBER 2022 ISSUE

National Business Women's Week

October 17 - 21, 2022



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**Submission Deadline for the November
Magazine is Monday, October 24th at 5:00 pm
Mountain Time**

**Previous Issues of our e-Magazine
can be found on our website at:
[Magazine Archives](#)**

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

National Events

October 4, 2022

NFBPWC Young BPW Meeting (YBPW Members Only)

1:00 pm PST / 4:00 pm EST

<https://nfbpwc.org/event-4985290>

October 11, 2022

NFBPWC Board of Director's Meeting (BPW Members Only)

5:00 pm PST / 8:00 pm EST

<https://nfbpwc.org/event-4965028>

October 24, 2022

NFBPWC Environment & Sustainable Development Committee Meeting (BPW Members Only)

Email: environment@nfbpwc.org

2nd Monday of the Month

Health Committee Meeting

Email for info: Health@NFBPWC.org

1st and 3rd Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: VPMembership@NFBPWC.org

1st Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

Wednesday Web Wisdom: Digital Training Team Assistance (Open to All Members)

POSTPONED until September

October 12, 2022

2nd Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

NFBPWC Entrepreneur & Small Business Committee Meeting (BPW Members Only)

<https://nfbpwc.org/event-4977268>

3rd Wednesdays of the Month

3:00 pm PST / 6:00 pm EST

Virtual Chapter Meeting

October 13, 2022

2nd Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee (A-Team) Meeting (BPW Members Only)

<https://nfbpwc.org/event-4962294>

Regional Events

October 8, 2022

9:00 am PST / 12:00 pm EST

NFBPWC California Federation Board Meeting (Open to All BPW Members) [[More Info](#)]

To Register contact Katherine Winans at: jkw@gbis.com

October 20, 2022

5:00 pm PST / 8:00 pm EST

NFBPWC / North Carolina Monthly Club Meeting (Open to All BPW Members)

<https://nfbpwc.org/event-49620529>

November 6, 2022 ****Mark your Calendars****

4:00 pm PST / 7:00 pm EST

NFBPWC / Pennsylvania Monthly Club Meeting (Open to All BPW Members)

Email for Zoom info: nancy.werner73@gmail.com

About NFBPWC

Developing 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 at all levels.

Objectives

The objectives of the NFBPWC are to develop the professional, business and leadership potential for women at all levels, to advocate and to strive toward equal participation of women and men in power and decision-making roles.

Theme for 2022-2024

Cultivate Connections, Create Community

Focus Issue for 2022-2024

Women on the Move

Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President

Kathy Kelly, VP Membership

Daneene Monroe Rusnak, VP Advocacy

Sondra Nunez, Secretary

Tahmina Herawie, Treasurer

Emily VanVleck, Young BPW

Sandy Thompson, Immediate Past President

president@nfbpwc.org

vpmembership@nfbpwc.org

vpadvocacy@nfbpwc.org

secretary@nfbpwc.org

treasurer@nfbpwc.org

youngbpw@nfbpwc.org

immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual

Bylaw and Resolutions, Trudy Waldroop, California

Environment & Sustainable Development, Marikay Shellman, Colorado

Finance, Open

Health, Keri Hess Laursen, California

International Liaison, Sandy Thompson, California

Justice, Equity, Diversity and Inclusion, Sher Singh, California

Legacy Fund, Deborah Fischer, Colorado

Lifelong, Leadership & Learning, Jane Taff, California

Membership, Kathy Kelly, Colorado

Mentoring, Dr. Trish Knight, Virtual

Nominations, Manjul Batra, California

Public Relations, Suzette Cotto, NFBPWC Virtual

Small Business, Marsha Riibner-Cady, North Carolina

Women on the Move, Nermin Ahmad, NYC

United Nations, Open

vpadvocacy@nfbpwc.org

bylaws@nfbpwc.org

environment@nfbpwc.org

finance@nfbpwc.org

health@nfbpwc.org

international@nfbpwc.org

dei@nfbpwc.org

L3chair@nfbpwc.org

vpmembership@nfbpwc.org

mentoring@nfbpwc.org

nominations@nfbpwc.org

PRchair@nfbpwc.org

smallbusiness@nfbpwc.org

womenonthemove@nfbpwc.org

UNchair@nfbpwc.org

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina

Gender Based Violence, Crystal Guillory, Virtual

Marketing, National Team

Magazine/Newsletter, Michele Guarino, NFBPWC Virtual

Military Affiliated Women, Alice Gallop West, North Carolina

Social Media, Suzette Cotto, Virtual

Website, Open

digitaltraining@nfbpwc.org

cesh@nfbpwc.org

marketing@nfbpwc.org

newsletter@nfbpwc.org

militarywomen@nfbpwc.org

socialmedia@nfbpwc.org

website@nfbpwc.org

President's Message



Doing Business

Dr. Lena Madesin Phillips, one of NFBPWC's founders, initiated National Business Women's Week in the USA. The business of NFBPWC is best explained by our mission to develop the professional, business and leadership potential of women at all levels. As a volunteer-run organization, we are running an efficient and effective organization that brings forward initiatives that concern business and professional women. Through education and advocacy, we support our members and their professional and personal goals. This term we are concentrating on the 2022-2024 theme, "Cultivate Connections, Create Community," and the focus issue, Women on the Move.

Our strength as a non-profit organization is the ability to highlight our business acumen by connecting as a community and sharing our knowledge and networks. We are the original working women's organization, and we have a history of celebrating the potential of women at all levels of their careers and from all walks of life. NFBPWC didn't miss a beat when we needed the continued membership connection during the pandemic. Our collective business knowledge helped us create a cohesive collection of programs that served to inspire our current membership and grow our organization. As we enter a new phase of doing business, we are working to continue our virtual offerings to our members across the nation. We are also striving to create incredible in-person experiences. As we celebrate National Business Women's Week and working women everywhere, let us recognize the service that our leaders at NFBPWC provide by donating their time, knowledge, and expertise. Thank you to every person that makes our success a reality. Together we are stronger.

Last month, I requested that members to bring forward their goals for the future of NFBPWC. We will discuss these at the Board of Directors meeting on October 11th, after the Awards Ceremony. Please take a moment to consider the following:

What 5 goals do you have for the organization, as a leader and/or a member? Think of 3 attainable goals and 2 dream goals and let's see what we can accomplish as we cultivate connections and create community.

We know that collectively; our influence is stronger. We can accomplish more by raising our voices together. The women of today need to hear us. The women of tomorrow want to see us standing strong against misogyny, racism, violence, and injustice. We have the power to make a difference as we continue to honor our interconnectedness as humans, more specifically as women. I look forward to celebrating and honoring one another, as each member brings their own gifts to the conversation.

NFBPWC will continue to light a path for our future that promotes justice, solidarity, diversity, inclusion, innovation, and celebration in 2022. Sending personal wishes of celebration, health, and **progress** around the globe!

Kind Regards,

Megan Shellman-Rickard
NFBPWC President
2020-2024

1st Vice President Membership News



By: Kathy Kelly
1st Vice President of Membership, NFBPWC (2021-2024)

WELCOME new members!

We are thrilled to welcome a dozen new members this month! You'll notice that most are listed as Momentum Club. This is a special category for Heritage BPW federations/clubs and newly formed chapters/clubs to join NFBPWC while forming their own Affiliate chapter with the required ten members.

The Membership Committee has a PPT presentation available that is designed to inform our Heritage sisters about the benefits of (re)joining the National and International BPW organizations. Together we are stronger! Please reach out to Kathy Kelly for more information on presenting to a Heritage club. (It's working!)



Sharon R Jacob CPA
Margaret Kotzalas
Barbara Eichorn
Ann Mazingo
Patricia Farmer
Linda Fihelly
Susan Horst
Cassandra Sommers
Milly Lewendon
Margaret Way
Carole Turk
Yvette Thomas

Maryland Momentum Club
Maryland - state president
Maryland Momentum Club
Maryland Momentum Club
Maryland Momentum Club
Maryland Momentum Club
Maryland Momentum Club
Virtual / Austin
Washington St Momentum Club
Washington St Momentum Club
Pennsylvania
Virtual / Chicago

Oh no! Did we miss someone from your club? Be sure to forward information on new or renewing members to: newmember@nfbpwc.org.



Have you checked out our New Member Welcome Guide on the website? It's the latest addition as an exclusive member benefit. Remember, you'll need a login in get in!

<https://www.NFBPWC.org/New-Member>

Join us at our bi-weekly Membership Committee meetings on Zoom. Dates change at times for Monday holidays, but usually we meet the First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern.

Contact VP Membership Kathy Kelly at VPMembership@NFBPWC.org for more information.

Membership Goals

BPW California president, Bessie Hironimus, said it first, and I'm stealing it!

"Double or more by '24!"

If each of us pledge to bring in one new member, we can double the size of this organization!

The Membership Committee has plans to "game-ify" the new member onboarding process. What's the prize? We're planning Certificates of Membership for new members who complete the videos and answer a few short questions (maybe Jeopardy-style?). We'd also like to resource BPW Bling again. Past national secretary, Barbara Bozeman, did a fabulous job spearheading the design of our new NFBPWC scarves. We'll keep you posted!

My personal big audacious goal is very simple. I want to see ALL BPW Heritage sisters united again under one NFBPWC banner by term's end. As it was in the beginning. We have proven ourselves as a national organization we can ALL be proud of again.

2nd Vice President Advocacy Report



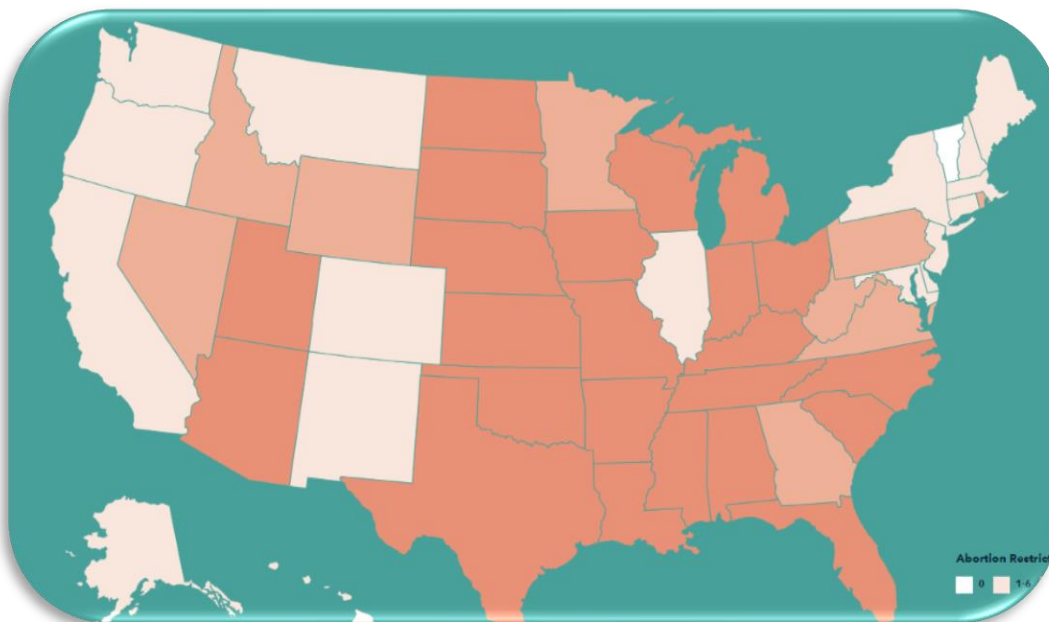
By: Daneene Monroe Rusnak, 2nd Vice President of Advocacy, NFBPWC 2020-2024

As you are most likely aware, on June 24, 2022, the Supreme Court of the United States of America determined that the constitutional right to reproductive choice no longer existed and decided to leave the matter of access to abortion up to the individual states. Since that time, at least 12 states have (or plan to) move toward more restrictions (or near total bans!) on abortion care. *See how your state stacks up via the image below, then [look here to see what's on the November 2022 ballot](#)*

On July 7th, 2022, [Rep. Judy Chu](#) introduced H.R. 8296, the Women's Health Protection Act of 2022, which passed the House on July 15th, essentially down party lines. A similar bill was introduced in the Senate, but that effort succumbed to a filibuster. Your Advocacy

Committee is in the process of building a OneClick Politics campaign to urge the Senate to bring H.R. 8296 to a vote, but you don't have to wait until then to let your Senators know how important bodily autonomy is to you! You can find the [contact information for your Senators HERE](#). If you'd like to get a comprehensive background on your MOC's visit the Ballotpedia website [HERE](#)





View the interactive map here: <https://evaluatingpriorities.org/>

Don't forget to check out the [TAKE ACTION](#) section of our webpage to take a minute (again or for the first time!) to advocate for issues we currently have campaigns for.

Stay tuned for upcoming campaigns on the My Body My Data act and the Afghan Adjustment Act!

Thank you for all you do!

All the best,

Daneene

P.S. Please take a moment to read the supplementary Advocacy submissions by Nancy Werner and Sue Oser!

REMINDER: If you are interested in becoming a "key player" in our advocacy initiatives, please take a moment to fill out this [brief survey](#) or scan the QR code so we can add you and your interests to our database.

Current A-Team members, please complete the survey as well in order to ensure we have your most current information. Thank you!





Attention California

Here's your encouragement to register to vote if you haven't yet. Women often have reasons to not vote, one being not finding their name on the list. Now might be a good time to make sure your niece, intern, and best friend are all registered and have a plan to vote! The website <https://buff.ly/2KNltYd> has all the resources they need to make it to the polls every year. [#womenwhovote](#) [#votingrights](#) [#california](#)

(Source: NFBPWC Facebook post of 10/01/2022)

LGBTQ+ Team Report

By: Susan E. Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

Learning more about the LGBTQIA+ community

If you do not identify part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and be an active ally in helping fight the many challenges members of the LGBTQIA face. Support goes beyond Pride Month. In addition, you can educate yourself on the finer details on the community's history.

Flag of the month – Lesbian Flag

A lesbian is a person who is attracted to other females. The term is derived from Lesbos an island off the Greek Islands. Sappho, a famous female poet wrote many poems about her love for women around 600 BCE. Thus, the term sapphic love also applies to women who liked other women.

When the original lesbian flag was created, it had a red kiss mark in the top lefthand corner. Some people still use it today to represent the feminine or what is nicknamed “lipstick” lesbians. This was created by Natalie McCray, a controversial figure who was later accused of holding exclusionary and transphobic beliefs as the concept only represented femme-presenting lesbians. Furthermore, while it is widely thought that the first colors were red and pink to represent different shades of lipstick, the “McCray flag” had no formal explanation regarding the symbolism of the colors.

Currently, the most widely used Lesbian Pride Flag has seven colors, each with a meaning. Other lesbian pride flags representing many sub-groups of the lesbian community also continue to be used.



What the colors mean:

Darkest Orange: Gender non-conformity

Middle Orange: Independence

Lightest Orange: Community

White: Unique relationships to womanhood

Lightest Pink: Serenity and peace

Middle Pink: Love and sex

Darkest Pink: Femininity

Source(s):

<https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.unco.edu/gender-sexuality-resource-center/resources/pride-flags.aspx>

<https://www.deviantart.com/savvyred/journal/Pride-Flags-Colors-explained-379547414>

<https://www.womenshealthmag.com/life/a36523338/lesbian-pride-flag-meaning/>

<https://outrightinternational.org/content/flags-lgbtqi-community>

Additional Source for More Information:

<https://lgbtqia.fandom.com/wiki/Lesbian>

This Month's FYI:**LGBTQI Environmental Organizations**

Did you know that there are environmental organizations that were created by and focus on the LGBTQIA+ community? These groups do a lot of work to help our environment by focusing on sustainability, environmental justice, and equity in nature.

Here are a couple of examples:

Queer Nature - <https://www.queernature.org/>

This organization creates courses designed to help marginalized populations become more resilient. They include courses on survival skills, wildlife tracking, herbals, etc.

Queer Ecojustice Project - <https://www.queerecoproject.org/>

This organization looks at ecology from a queer perspective. It is mostly a reading group and supports communities with learning and activism.

ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

OUR EQUAL RIGHTS AMENDMENT-WHAT'S NEXT? EQUAL RIGHTS AMENDMENT

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.



There is activity happening on our Equal Rights Amendment. From the Equal Means Equal we hear that on Wednesday September 28th, 2022, oral arguments will be held at the DC Court of Appeals in a critical case involving the Equal Rights Amendment... They were inviting all women to bear witness. The Office of the Illinois Attorney General will argue on behalf of American women, and all Americans, that the U.S. Archivist must publish the ERA in the Constitution given that all requirements have been met as per Article V. [As you know,

Illinois was the 37th State to ratify on May 30th of 2018, preceded by Nevada in March of 2017 and followed by Virginia in January of 2020.]

The ministerial/secretarial obligation of the U.S. Archivist to publish the ERA is clearly laid out in statute (1 U.S. Code 106b) requiring them to publish a duly ratified amendment in the Federal Register upon ratification of three fourths of the States. This is what the court case next Wednesday is all about, and we need to be there and have our voices heard.

The fact of the matter is that President Biden, as chief of the Executive Branch of the government, controls what the Archivist does. He also controls what cases the Department of Justice continues to pursue that were brought by the previous Trump Administration on behalf of the U.S. government - like the case in point, where the AG's are simply fighting to mandate publication of the ERA, which is legally required. We need to insist that Biden back up his stated support for equal rights for women by immediately taking these crucial steps:

Stop arguing against publication of ERA in court

Heed the call by Attorneys General of the states that support him

Drop the suit altogether

Direct the U.S. Archivist to immediately publish ERA.

But President Biden is not yet doing that. And we must ask why. This issue is too urgent. Equality cannot be further delayed or impeded. Now, especially, urgent action must be taken to counteract the Dobbs decision and guarantee women autonomy over themselves and their bodies!

We need answers and action from all quarters:

The White House,

The Office of Legal Counsel,

The Department of Justice,

Senator Cardin (who is supposed to be our voice on this in the Senate but who is actually obstructing ERA(!)

And the Senators from the 38 states that ratified the amendment...

EQUAL MEANS EQUAL is supporting Virginia NOW and other allied organizations on the ground in the DC area organizing a rally outside the DC Federal Court of Appeals to pressure the Biden administration to drop the attack on ERA immediately and save women's lives.

Now this message I copied from the email from Equal Means Equal. I applaud their continued support that we should be doing something. I have already contacted my BPW friends in Maryland if any of them are going to participate. I will let you know what I discover.

But we should never give up. Remember to go to our www.nfbpwc.org site and under advocacy, please use the "one click." Notify your US Senator(s) to vote against the time element restriction on the ERA. With the elections in November, maybe we will have more interested new US Senators supporting our ERA to be placed in the Constitution. Think 2023 for it will be 100 years since Alice Paul wrote this simple but powerful message.

From the Desk of the Secretary

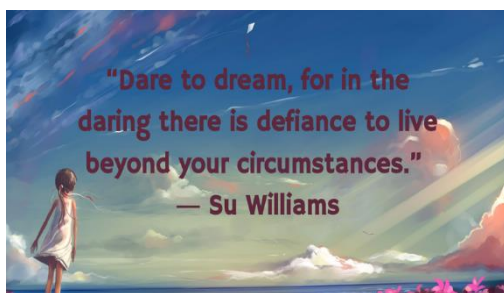


By: Sondra Nunez, NFBPWC Secretary 2022-2024

Hello fellow NFBPWC sisters! This month's articles are all about our NFBPWC personal goals and dreams for the term. First, I want to start with why I joined NFBPWC. Two years ago, I found myself looking for opportunities to champion women in business and women's projects and passions. Membership in NFBPWC meets my desire for both. With a solid history of women in business mentorship and growth and learning opportunities, I am pleased to share our organization with others.

This term I have set the following goals for myself:

1. As I newer member, I feel a duty to learn all I can about the history of our organization, the national committees and most importantly, the work we do as a team. As an EC member, I look forward to attending committee meetings and getting to know you.
2. With the commitment of taking time to attend committees and becoming actively involved at all levels, I want to gain a better understanding of how the work of each committee and how the organizational structure of NFBPWC aligns with our mission and our vision for the future.
3. With a gained knowledge and understanding of NFBPWC, I will work with my fellow chapter, district, state, and national sisters to create more community awareness of the programs we offer.



DARE TO DREAM!

One of the biggest draws for me in joining NFBPWC, was the possibility of becoming more involved at the United Nations. This is my first BIG DREAM GOAL.

The second is to attend a global summit as a representative of our organization.

Thank you, members, and leaders, for allowing me the opportunity to make my dreams come true. It is an honor to serve you.

Treasurer's Report



By: Tahmina Herawie
Treasurer, NFBPWC 2022-2024 treasurer@nfbpwc.org

NFBPWC Young BPW

By: Emily VanVleck
Young BPW Chair, NFBPWC 2022-2024

It was a busy month in NYC! September 19th kicked off the United Nations General Assembly with heads of states arriving in the city for the first in-person GA since 2019. The Transforming Education Summit was held the weekend prior to the start of the GA and included three days of discussion on how to transform education for the future and make it accessible to all. There were tons of youth engagement which was exciting to see! Another exciting aspect of the summit was the release of the [Youth Declaration](#), the first document of its kind, drafted from input from youth around the world. Many leaders who spoke acknowledged how important it is to have youth engagement when making decisions that



affect youth, not just as token members, but as decision makers. It is our time to have a seat at the table!

BPW was well represented at the Transforming Education Summit with me and Djenabou Bah attending for NFBPWC and YBPW member Chidimma Christiana

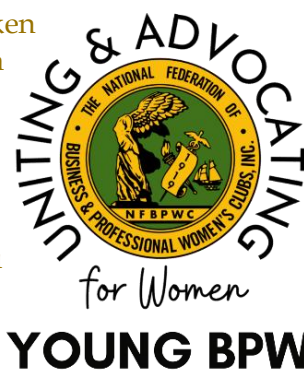
attending all the way from BPW Nigeria! At the summit we met with one of our UN representatives, Marie-Claude from BPW France. A huge thank you to International YBPW Representative Tomi Odunsi and past International YBPW Representative Neelima Basnet for working to get YBPW involved.

YBPW Abroad!

NYC's YBPW member Rafath Ghabode traveled across the pond in September for a study abroad in London! If you have any recommendations for her, or want to send her some well wishes, you can email her at rafathgnabode@gmail.com

Coming soon to an airport near you?

September brought me to Denver for a lovely layover where I was able to have a YBPW meetup with our Denver chapter president Natela Manuntseva! Any day at work that I get to hang out with fellow BPWers is a great day for me. Hopefully I'll get to meet more of you in your home cities soon!



Calling all Young BPWs!



We just learned of a little glitch in our membership system, and we need your help!

If you haven't completed your directory profile to note your age and interest in Young BPW, we won't know to connect you to that amazing committee. So, to encourage our Young BPW members to complete that information, we are running a contest.

Complete your member profile directory with the AGE RANGE to be entered in our drawing!

Enter Contest and see what you can win....

NFBPWC scarf and pin

Uber Eats gift card

Share With Us!

Are you a YBPW with something exciting to share? Are you working on a cool project or get a promotion? Maybe you are studying abroad! Send me your great news so we can all celebrate your success.

What is Young BPW?

If you're between the ages of 18-35 and are looking to collaborate on BPW initiatives, career, leadership, and women's rights -- then Young BPW is for you!

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to exchange ideas and information. We even host an international conference for Young BPW every 3 years!

Email youngbpw@nfbpwc.org to get involved as a Young BPW or Student today!

Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



<https://www.facebook.com/groups/YoungBPWUSA>

Immediate Past President's Report



By: Sandra Thompson, NFBPWC's Immediate Past President

I am a list maker. Lists help me to stay focused and remind me of what I need to do. There is also great satisfaction in drawing a line through a completed task. When President Megan asked us to set goals this year it made sense. According to Leslie Riopel "Setting goals helps trigger new behaviors, helps guide your focus and helps you sustain that momentum in life. Goals help you align your focus and promote a sense of self mastery."

So here are my goals for this term.

1. Review the Standing Rules- each term we review our bylaws and this last term we produced a Policy and Procedures Manual. However, our Standing Rules have not been changed since 2016. Maybe they do not need changing but maybe they do. I would like to make sure that they are at least in line with our bylaws and Policy and Procedures Manual. I was recently looking up about our financial review and it is in all three documents and while they all said pretty much the same thing, they were slightly different in each one.

2. Contact each of the International Regional Coordinators - as part of my job as International Liaison, I would like to be able to share with you more of what is happening with our international sisters around the world. To see what projects or programs that they are having.
3. Provide parliamentary training - I received feedback after our biennial meeting that some of the members did not understand why we were conducting the meeting the way we were. The purpose of parliamentary procedure is to ensure that a meeting runs smoothly and that the rights of all the members are protected. We have a module in the L3 program that focuses on this as well as others on how to run a meeting.

My two stretch goals are:

1. To meet with my two mentees once a month- I am supposed to be mentoring two people on parliamentary procedure. Due to everyone's busy schedule we really have not met as we should. I would like to make this a more formal endeavor.
2. To learn about google docs - I am not comfortable using google docs. I kind of get by but I would like to learn more about it and how it works so that I can use it more efficiently.

Stay tuned to see how many lines I can draw through my list.

Environment & Sustainable Development Committee

By: Marikay Shellman, NFBPWC Virtual
Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)

Simple Acts to Make a Difference in Climate Change

As we build upon our SIMPLE ACTS in ways that each & every member of NFBPWC can make a difference in tackling Climate Change, here's an easy one:

DO FEWER AUTUMN CHORES!



By leaving your yard & garden & even your planter boxes a little messy & wild, **LEAVING LEAVES**, dead flower stems, small brush piles, fallen branches & flower heads, you are providing winter habitat for native invertebrates & pollinators.

Moderation is the key. You don't need to allow the leaves to pile up on your lawn, but don't mow them with a mower as many insects & their eggs are living among the leaves. Rake leaves onto garden beds & around the base of trees & shrubs and onto bare soil. Many invertebrates overwinter in leaves a couple of inches thick. (Avoid Spring clean-up until late in the season to allow for invertebrates to emerge from overwintering.)

Some examples of Invertebrates and their winter habitats (<https://xerces.org/leave-the-leaves>):

*Luna Moths & Swallowtail Butterflies blend in with real leaves by disguising their cocoons & chrysalises as dried leaves and crawling into seed pods to overwinter.

*Tucked into leaf piles to protect themselves from cold & predators are Spangled Fritillary & Woolly Bear Caterpillars.



*Brush piles & cavities in the soil provide winter cover for mated Queen Bumblebees. An extra layer of leaves is extra protection for these endangered Bumblebees.

*Leafcutters & Mason Bees & 30% of Native Bees are tunnel nesting invertebrates. Dead wood & hollow stems & brush piles provide solitary-nesting spaces for these species to overwinter.

By simply doing nothing, leaving the leaves & not tidying- leaving habitats for the Winter & early Spring, you are providing safe overwintering spaces for invertebrates & pollinators.

Next NFBPWC ESD meeting Monday, October 24, 2022.

Zero Waste Initiative by Laurie Dameron

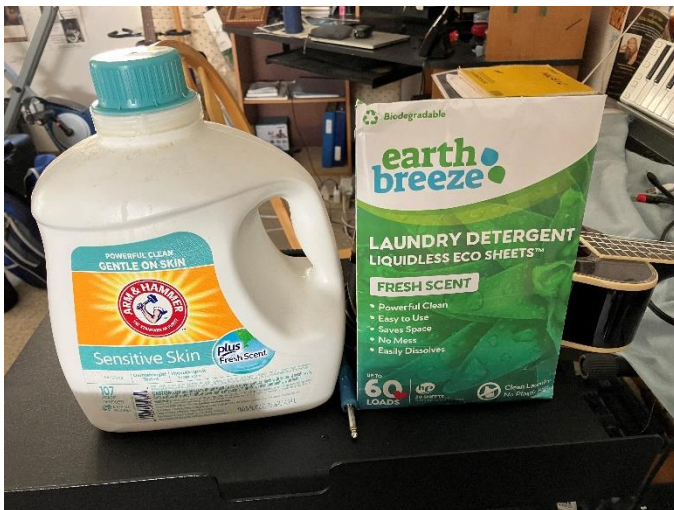
By: Laurie Dameron, BPW Boulder Member

Ways to Reduce Your Plastic Use

The vast – and ever growing – volume of plastic use worldwide is a dire problem. Most of the plastic being used is not recyclable, and ends up clogging our landfills, littering our beaches and landscapes, and killing over 100,000 sea mammals and over a million birds every year. Reducing plastic use will also help your health and the health of our planet, since plastic is made from petroleum and many toxic chemicals.



There are many ways you can cut back on plastic use. For example, I'm almost done using the last of my laundry detergent, which is in a large plastic bottle, and will be switching to liquid-less Earth Breeze Laundry Detergent Eco-Sheets (see photo). One package contains 60 sheets for 60 loads of laundry. Considering that millions of people in the USA do laundry, making this change could save a lot of plastic!



Here are some other ideas to reduce your plastic use:

- Buy products in the largest plastic bottle possible and then use it to refill into a smaller bottle that you reuse over and over—for example dishwashing detergent and Windex. (Some folks use one part white vinegar to eight or ten parts water to make their own window cleaner instead.)
- Keep reusable bags in your car, not only for groceries but for all your other shopping as well.
- Use small reusable produce bags when shopping for food.
- Buy in bulk when possible. (In Boulder, check out Nude Foods; in Longmont, try Simply Bulk. Google where you are - there might be one!)
- Rinse and reuse ziplock bags. I've found that doing this

I only have to buy a new package once every two years!

- Don't buy plastic bottled water. (If you're concerned about fluoride or other chemicals, get a filtration system in your home or refill large containers at your local grocery or spring.)
- Carry your own reusable water bottle all the time, taking it to potlucks and other events.
- Take your own reusable containers for leftovers when eating out.
- Ask your waiter up front to not include a plastic straw in your water or drinks.
- Use covered containers or aluminum foil rather than plastic cling wrap.
- Time for a new toothbrush? Get a bamboo one!
- Plant an herb garden instead of buying herbs in plastic bags and containers. (Great suggestion from Rebecca Abraxas. Rebecca is one of the regular email newsletters that I receive that took me up on my suggestion of sharing a simple action of the week. She includes simple actions and comes up with some brilliant ideas of her own and she simply added a text box called "This week's Gaia Corner" then just adds a new suggestion each week! Join her newsletter [HERE](#))
- Return to using bar soap instead of liquid soap in plastic containers.
- Use cloth diapers to reduce your baby's carbon footprint and save money. (The EPA estimates that 7.6 billion pounds of disposable diapers are landfilled in the US every year.)
- If a product for purchase is available in an aluminum, glass and plastic container, purchase the aluminum or glass one. Aluminum and glass are recyclable over and over so no resources need to be dug up unlike plastic that has to use petroleum to create
- Whenever possible, just say NO to plastics and Styrofoam!

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>

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

Health Committee Report

Article by: Kathy Clevenger-Burdell, NFBPWC Health Committee Member and Member of BPW Virtual

Health Committee Meets on the 2nd Monday of every Month from 5:00 pm to 6:00 pm Pacific Time. For more information email: Health@NFBPWC.org

Legacy Fund Committee Report



By: Deborah Fischer
Legacy Fund Committee Chair, NFBPWC 2022-2024

The Board of Directors voted to approve the Legacy Fund Committee becoming a standing committee available to handle all incoming funds from heritage clubs.

The Policies and Procedures addition for this committee states the following:

Legacy Funds Committee

- Oversees the Legacy funds' investments and disbursements.
- Ensures that the funds are properly invested for the use of the Federation.
- Develops guidelines for how the funds are to be used.

- Determine the amount of the funds that can be used annually.

Committee Membership:

- Minimum of 5 = 3 from EC (current or past)
- Treasurer and Finance Chair on the Committee
- The Chair will be selected by committee members
- President is an Ex Officio Member

Application process – Members to be approved by the EC

- Mixed membership - not from same affiliate or federation
- Demonstrated experience in financial management
- Membership - min 5 years

- Has held a leadership position in NFBPWC (EC, Board, Standing Committee Chairs)
- Term - 2 years - reappointed to consecutive terms
- Cannot benefit financially from serving on committee

Members who would like to apply, please send an application to Deb Fischer, dfischer@bpwcolorado.org indicating the membership requirements met and contributions you can make to this committee.

Lifelong Leadership& Learning (L3) Report

By: Jane Taff, NFBPWC L3 Chair



October is Breast Cancer Awareness Month!

When I was 13 years old, my mom's cousin who was 19 years old found out she had a very aggressive form of breast cancer. In a show of solidarity, ALL of the women in my extended family (me included) got mammograms. Was it awkward? Yes. Did some of my older relatives have their first mammogram for the first time that year? YES. Did it save lives? Yes! Many women in our family had discovered some "anamolies" and had to have further treatment. As we have heard over and over again you DO NOT need to die of this disease...early detection is key.

I encourage you to take the time now (yes, right now!) to schedule your mammogram if it's been over 3 years. I had a "questionable" mammogram when I was 28 and I've been closely monitored ever since. I know that my regular

screenings will save my life one day.

I believe the role of our organization is fight for and advocate for all areas of women's health and this issue is no different.

The L3 Committee is a group that is committed to learning AND SHARING all that we learn.

We would love for you to join us!

Have a background in training or want to learn more about L3? We meet every 2nd and 4th Friday at 8am PST via zoom. Contact us at L3chair@NFBPWC.org for more information.

Small Business Committee Report

By: Barbara Bozeman and Marsha Riibner-Cady, NFBPWC Small Business Chairs

The Entrepreneur and Small Business Committee (ESB) had our first ZOOM meeting on September 14 at 7 pm ET. We welcomed new Maryland member Margie Kotzalas, her business is Les Etoiles in Haiti check it out at: <http://etoilesinhaiti.org>

We explored our page on the website: <https://nfbpwc.org/entrepreneur-business-program> and encourage everyone to submit their business to be shared on our page. Please complete the form <https://nfbpwc.org/Business-Directory-Submission-Form> so that we can showcase your business.

We held our first Friday Afternoon Conversation, "Ready or Not-National Businesswomen's week is coming!" on September 30. We look forward to seeing you at a future event hosted by the ESB!

Remember the 3rd full week of October (16-23 this year) is NBWW! National Business Women's Week focuses on the accomplishments of women in business. It also takes a look at the past and how far women in business have come and how far they have yet to go. Check out some information here: <https://nationaltoday.com/american-business-womens-day/>

Don't forget to celebrate and feel free to send your club pictures to: smallbusiness@nfbpwc.org so that we can share them on our webpage.

Here is some quick information on the week:

Lean Madesin Phillips, president of the National Federation of Business and Professional Women's Clubs (NFBPWC), launched the first National Business Women's Week in 1928. It wasn't until 1938 that the week was officially recognized and celebrated every year since.

Our next Zoom meeting will be on October 12, 2022, at 7 pm Eastern. Please register at www.NFBPWC.org. Plan on celebrating National Businesswomen's Week with us! We look forward to seeing you there!

**Small Business Committee meets:
2nd Wednesday of the month, 7:00pm EST
National Business Women's Week: October 16-22, 2022**



United Nations Report



By: Susan O'Malley, IFBPWC UN Representative
 NGO CSW/NY, Chair ex officio
UNChair@nfbpwc.org susanomalley4@gmail.com



Updates for CSW67

1. CSW67 will be held from March 6-17 (Note that this is earlier than usual.) The BPW International Summit will be held immediately before CSW67.

2. The IFBPWC written statement on the CSW67 Priority and Review Themes needs to be sent to UN Women by 14 October 2022.

3. **Priority theme:** Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls

4. **Review theme:** Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls (agreed conclusions of the sixty-second session)

Results of Survey Conducted at the September NGO CSW Monthly Meeting to Help Determine NGO CSW Recommendations for the Zero Draft of the CSW67 Outcome Document to be sent to the Secretary General,

UN Women, the CSW Bureau and all UN Member States:

1. 67% Increased access to availability of technical/digital education;
2. 65% Technology and digital impact on women and girls' human rights;
3. 64% Accessibility to technology in rural areas, among elders and people with disabilities;
4. 63% Online safety from harassment, cyberbullying;
5. 61% Availability of financial resources for digital technology for women and girls;
6. 50% Training on and increasing awareness of online data privacy for women and girls;
7. 47% Large gap between Global North and South in availability of technology.
8. 39% Underrepresentation of women and girls in STEM.

Special Committee Report for Afghan Women

By: Nermin K. Ahmad and Voyka Soto, Co-Chairs NFBPWC Special Project for Afghan Women
afghanwomen@nfbpwc.org

Committee Members: Nermin Ahmad, Voyka Soto, Megan Shellman-Rickard, Kathy Kelly, Emily VanVleck, Djenabou Bah, Sher Singh, Daneene Monroe Rusnack, Nesli Cakiroglu, Eva Richter

At the General Assembly in Sacramento, CA it was determined to create a Women on the Move (WOM) Committee that would develop project-based programming to build awareness around the special needs of and opportunities which exist for business and professional women who relocate – for whatever reason. This Committee is currently under construction. If you are interested in helping shape it, please email womenonthemove@nfbowc.org. Visit the Committee page on Nfbpwc.org for more information.



The first two special projects included in this programing are the Afghan Women Project and the Let Us Learn Project.

Afghan Women Project:

- the leadership of this initiative is now primarily Afghan, supported on an as need basis by Kathy Kelly, Emily VanVleck, Nermin Ahmad, and Djenabou Bah.
- The focus of the project is to grow the Khahari Club Committee. Khahari is the Dari (Persian dialect) word for Sisterhood. The committee includes sisters Khatera and Tahmina Herawie, Shahida Mujaddedi, Atefa Tavasoli and Zohal Wali. Djenabou Bah and others.
- Please reach out to Kathy Kelly if you are interested in mentoring this amazing and brave group of young women through afghanwomen@nfbpwc.org.

A part of the initiative is to reach out to other business and professional women who have found refuge in the US to determine what support they need. To date, this has included:

- Women who suffer domestic abuse, a better understanding of their rights, and access to help.
- Women who seek to have a professional network with Afghan and other women.

Photo: Side trip from GA to San Francisco. R-L: Djenabou Bah (NFBPWC-NYC), Khatera, Kathy, Alia Herawie, Tahmina Herawie, Tahmina's friend, Atefa and Shahida.

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at Afghanwomen@nfbpwc.org, visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>.

Let Us Learn Project

Please find information on the critical Let Us Learn project at <https://nfbpwc.org/WOTM-AWP/12942701>.

Thank you – and look forward to working with each one of you!



Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

Social media isn't just conversations with friends and family. It is a fishbowl view of the world around us. What is so powerful about social media conversations, is that the internet is accessible for free for many in the world via their smartphones. I've chatted with people for free in Dubai, Uganda, England, India, Bangladesh, Spain and more. It's amazing and we take it so for granted.

This last month, we got immediate feedback on things we may never have known about like women in Iran who face extreme violence and even death because they disagree with a government mandate on hair coverings.

The news according to [Vox.com](https://www.vox.com):

Protesters have since taken to the streets in more than 50 cities across Iran. Authorities reportedly have killed as many as 36 people during demonstrations. The government has also restricted the internet, so the complete picture may not be available. But the growing arrests of human rights defenders, activists, and journalists are particularly troubling.

We knew before their government restricted the internet to their citizens that this was happening. The news was raw and unfiltered as it poured out into individual social feeds. Censorship isn't fast enough these days. Governments can't hide bad behavior as they did in WWI and WWII.

I always hear, "the world is going south" or "things are much worse than they ever have been". I'm here to tell you things are different, but nothing has changed except our ability to "know". I'm not advocating taking the internet at face value. I'm just saying, proceed with caution. Not everything we hear and read is real. Putting a spin on news is not something new. It used to be the broadcast TV networks and our daily newspaper that skewed our views, but not anymore. We can discern reality on our own by educating ourselves as best we can.

So, why am I talking about social media here? Because it is a place where you can speak your mind. Not always freely, and not always without consequences good or bad, but it is an open mic.

For instance, as we near election time in November, scan hashtags for things that are meaningful to you. Check out what the political candidates are saying in their social feeds and be as educated as possible before we hit the polls. It is all true or right? Is it left or right? Will we really ever know? There are no definitives and no absolute rights or wrongs. Know that.

Thank God we still live in a country where we don't have censorship – or do we? There is censorship on social channels where networks say you can and can't talk about certain topics or be censored or banned by them. It can be scary for sure.

I tried to put an ad up for a church client of mine about educating the public on voting at an upcoming public event they were hosting in Houston and Facebook said the ad was against their political communication policies, denied its publication and said that I had to go through *their* "validation" process before I could talk politics. I was shocked.

So, I am saying – don't be afraid. Don't disengage because you don't like what you hear. Don't believe everything you hear without discernment. While they may burn or ban books, government should not take our voices. What do you think? How do you feel? What will you do November 8th? I'd love to know your thoughts! Find our social media channels and talk to each other. It's guaranteed to be lively and informative with shared perspectives.

Engage with NFBPWC on Social Media



Organization Page:

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



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



Group Page

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



<https://twitter.com/nfbpwc>



Organization Page

<https://www.linkedin.com/company/nfbpwc>



https://www.instagram.com/nfbpwc_usa/

October Highlights in US Women's History

- October 3, 1904 – Mary McLeod Bethune opens her first school for African-American students in Daytona Beach, Florida
- October 4, 1976 – Barbara Walters becomes the first woman co-anchor of the evening news (at ABC)
- October 4, 1993 – Ruth Bader Ginsburg joins the U.S. Supreme Court as its second woman Justice
- October 8, 1993 – Toni Morrison becomes the first African American woman to win the Nobel Prize for Literature
- October 10, 1983 – Dr. Barbara McClintock receives the Nobel Prize for Medicine for her discovery in genetics about mobile genetic elements
- October 11, 1984 – Dr. Kathryn D. Sullivan is the first U.S. woman astronaut to “walk” in space during Challenger flight
- October 15, 1948 – Dr. Frances L. Willoughby is the first woman doctor in the regular U.S. Navy
- October 16, 1916 – Margaret Sanger opens the U.S.’s first birth control clinic in Brooklyn, New York
- October 23, 1910 – Blanche Stuart Scott is the first American woman pilot to make a public flight
- October 24, 1956 – Reverend Margaret Towner is the first woman ordained a minister in the Presbyterian Church
- October 28, 1958 – Mary Roebling is the first woman director of a stock exchange (American Stock Exchange)

(Source: <https://nationalwomenshistoryalliance.org/events/October/>)

International Relations Chair Report



By: Sandra Thompson, NFBPWC's International Chair, international@nfbpwc.org

The Regional Conference is coming to St. Kitts in January. Please see the flyer below for more information.

What do you know about St. Kitts? I admit I did not know much so; I would like to share with you some information that I discovered.

Saint Kitts, officially the Saint Christopher Island, is an island in the West Indies. The west side of the island borders the Caribbean Sea, and the eastern coast faces the Atlantic Ocean. Saint Kitts and the neighboring island of Nevis constitute one country: the Federation of Saint Kitts and Nevis. Saint Kitts and Nevis are separated by a shallow 2 mi channel known as "The Narrows".

Saint Kitts became home to the first Caribbean British and French colonies in the mid-1620s. Along with the island of Nevis, Saint Kitts was a member of the British West Indies until gaining independence on 19 September 1983.

The island is one of the Leeward Islands in the Lesser Antilles. It is situated about 1,300 mi southeast of Miami, Florida, US. The land area of Saint Kitts is about 65 sq mi, being approximately 18 mi long and on average about 5.0 mi across.

Saint Kitts has a population of about 40,000, the majority of whom are of African descent. The primary language is English, with a literacy rate of approximately 98%. Residents call themselves Kittitians.

Brimstone Hill Fortress National Park, a UNESCO World Heritage Site, is the largest fortress ever built in the Western Caribbean. The island of Saint Kitts is home to the Warner Park Cricket Stadium, which was used to host 2007 Cricket World Cup matches. This made Saint Kitts and Nevis the smallest nation to ever host a World Cup event. Saint Kitts is also home to several institutions of higher education, including Ross University School of Veterinary Medicine, Windsor University School of Medicine, and the University of Medicine and Health Sciences.

The country is a Commonwealth realm, with Charles III as King and head of state. It is the only sovereign federation in the Caribbean.

The capital city is Basseterre, located on the larger island of Saint Kitts.

Saint Kitts and Nevis were among the first islands in the Caribbean to be colonized by Europeans. Saint Kitts was home to the first British and French Caribbean colonies, and thus has also been titled "The Mother Colony of the West Indies". It is also the most recent British territory in the Caribbean to become independent, gaining independence in 1983.

What a rich and interesting history they have. It is time for all of us to go and visit. Start making your plans for the Regional Conference in January.

Southeast Peninsula (Saint Kitts). The island on the left is Nevis.





**BUSINESS AND PROFESSIONAL WOMEN
NORTH AMERICA AND THE CARIBBEAN**

REGIONAL CONFERENCE

BPW Moving Forward Together - Stronger

**ST. KITTS MARRIOTT RESORT HOTEL
AND
THE ROYAL BEACH CASINO
ST. KITTS**

**JANUARY 8TH - 15TH, 2023
CONFERENCE DAYS: JANUARY 12TH - 14TH, 2023**

Registration:

- ▶ **Early Bird - \$450US** | September 15th, 2022 - October 31st, 2022
- ▶ **Regular - \$500US** | November 1st, 2022 - December 15th, 2022
- ▶ **Late - \$600US** | December 16th, 2022 - January 12th, 2023
- ▶ **Daily Registration** | \$175US per day
- ▶ **Gala Dinner (ONLY)** | \$100US per person
- ▶ **Companion Registration** | \$350US per person (includes Tours and Gala)

Full registration includes:

Sessions, Welcome Cocktails, Tourism Extravaganza, Tours and Gala

Accommodation:

- ▶ **St. Kitts Marriott Resort Hotel & The Royal Beach Casino**
\$169US plus taxes per night
- ▶ **Full Breakfast (not included in the room reservation)**
\$30US per person (Café available with a smaller breakfast option)

To register, click on the link below or copy and paste into your browser:
<https://bit.ly/3eNtYHr>

Questions? Email us at BPWNAC@gmail.com

  [@BPWNorthAmericaCaribbean](https://www.instagram.com/BPWNorthAmericaCaribbean)

BPW International News – President Dr. Catherine Bosshart



Dr. Catherine Bosshart
BPW International President 2021-2024

Follow BPW International on Facebook for current news:

<https://www.facebook.com/bpw.international>

BPW International - bpw.webinars



[bpw.webinars - New Video on YouTube](#)

“Financial & Dues Policies,” with Eufemia Ippolito, BPW International Executive Finance Officer 2021-2024

<https://www.bpw-international.org/bpwwebinars.../>

State Federation & Clubs News

NFBPWC Arizona

Executive Committee:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2022-2023:

Bessie Hironimus	President
Maria Desousa	President-Elect
Lynn Wen	Treasurer
Katherine Winans	Secretary
Sandy Thompson	Parliamentarian
Lynn Brandstater	Immediate Past President

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

By: Bessie Hironimus, California Federation President

The California Federation's Fall Board will be Saturday, October 8th starting at 9:00 A.M. via Zoom. The morning speaker will be Francesca Burack, NYC-BPW President Emeritus. She will be speaking on "Motivation." The afternoon speaker will be Barbara J Davis, California Federation's Lifelong Leadership and Learning Chair. There will also be reports and presentations from other Committee Chairs. The meeting which is open to interested people should end about 2:30 P.M. Registration is required. For more information and to register contact Katherine Winans at jkw@gbis.com.

National Business Week is the third week of October. In celebration of the week some of the Clubs and Valley Sunset District will recognize Women of Achievement.

- Downtown Sacramento's event will be Tuesday, October 11th from noon-1:15 PDT via Zoom. For more information and to register contact Katherine Winans at jkw@gbis.com.
- Valley Sunset District will honor their Women of Achievement on Saturday, October 22nd at their Fall Conference, which will be in-person at the Coast Anabelle Hotel in Burbank, CA. The District's Woman of Achievement is Los Angeles Fire Chief Kristin Crowley.
- The Clubs in Valley Sunset District have not yet announced their Women of Achievement, who will be recognized also at the event. For more information, contact bpwvsd@gmail.com.
- East Los Angeles-Montebello will recognize Kathryn Foster, a community volunteer, as their Woman of Achievement on Tuesday, October 25th at 5:00 P.M. in-person. For more information contact Linda Wilson at lindalwilson@juno.com.

Bay Capital District had their Fall Conference on Saturday, September 24th virtually. There were breakout sessions on - "Growing membership-what can we do," "Programs and projects - Club and District" and "Advocacy - getting more members involved."

Sierra Mar District's Fall Conference will be Saturday, October 15th starting at 9:00 A.M. at St. Paul's Lutheran Church in Monterey Park. The morning speaker for Fall Conference will be Linda Hess, who will be speaking on her non-profit Urban Harvester, which connects hungry people to surplus food. The afternoon speaker will be M.D. Shelley, who will be speaking on domestic violence. M.D. is the Domestic Violence Prevention Chair for the Woman's Club of South Pasadena, has had training in domestic violence and sexual assault, is a human trafficking and hostage negotiator and has worked with the Los Angeles Sheriff's Department and other Police Departments. The State Representative will be Rosemary Enzer, President of the California BPW Education Fund and a Past President of CFBPW. The meeting should adjourn about 1:30 P.M.

NFBPWC Colorado Federation

Executive Committee 2022-2023:

Evie Hudak	President
Linda Sue Shirkey, BPW Cherry Creek	1 st Vice President
Angie Layton, BPW Northwest Metro	2 nd Vice President
Sharon Simmons, BPW Boulder	Secretary
Cynthia Wieme, BPW Denver	Treasurer



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

BPW encourages our members to participate in our democracy by voting. In Colorado, registering to vote or updating one's voter registration information can be done online at [GoVoteColorado.org](https://www.GoVoteColorado.org). If you are registered to vote by Oct. 31, you will receive a ballot in the mail - this must be mailed back, put into a voter drop-box, or delivered to a Voting Service & Polling Center by 7 p.m. on Election Day, Nov. 8. You can register to vote and/or vote in person at a Voting Service & Polling Center from Oct. 24 through Election Day (except Oct. 29, Oct. 30, and Nov. 6).

BPW Colorado has taken a position on the following 2022 statewide ballot measures:

- Amendment E, Homestead Exemption to Surviving Spouses of Armed Forces Members and Veterans - **SUPPORT** - This Constitutional amendment referred to the ballot by the State Legislature extends the existing homestead tax exemption for qualifying seniors and disabled veterans to the surviving spouses of military personnel and certain veterans. It requires a 55% vote to pass. *BPW's Advocacy Platform supports "the endeavors of and improvement of conditions for military-affiliated women."*
- Proposition FF, Healthy School Meals for All - **SUPPORT** - This change to state statute referred to the ballot by the State Legislature tightens income tax deduction caps to pay for the reimbursement of participating public schools' food programs to provide free meals for all students. *BPW's Advocacy Platform supports adequate state funding for programs that improve girl's health, education, and well-being.*
- Proposition 121, State Income Tax Rate Reduction - **OPPOSE** - This measure put on the ballot by petition reduces the state's flat income tax rate from 4.55% to 4.4%; while that might sound good right now when there is a large TABOR surplus, in leaner times (such as recessions, which happen every few years) it would mean that the state would not have sufficient funds to pay for all our needs. *BPW's Advocacy Platform supports adequate state funding for a variety of programs that might be cut in the next recession if this ballot issue passes.*

- Proposition 123, Dedicate Revenue for Affordable Housing – **SUPPORT** – This creates the State Affordable Housing Fund by dedicating one-tenth of one percent of state income tax revenue to provide grants to local governments and nonprofits that will develop affordable housing. It also makes investments to provide rental and mortgage assistance. *BPW's Advocacy Platform supports access to affordable and attainable housing.*

There are also 2 other amendments and 5 other propositions on the statewide ballot. Information about all state ballot issues can be found in the document known as the Blue Book, which is mailed to all registered voters. This also has information on the Judicial Performance Evaluations of the State Court of Appeals judges whose retention will be on the ballot. Counties and municipalities will send ballot information to voters separately, when applicable.

NFBPWC South Florida

Executive Committee 2021-2023:

President	Liz Benham
Vice President Advocacy	Marianne Miccoli
Vice President Membership	Mariela Borrello
Treasurer	Paulina Kucharska
Secretary	Mary Antoine
Immediate Past President	Susan Gingerich

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

NFBPWC La Grange-Chicago

Executive Committee:

Kathleen Ray	President
Barbara Miller	Secretary
Barbara Yong	Treasurer

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

NFBPWC Michigan

Executive Committee 2022-2023:

Shirley Zeller	President
Susan Oser	Vice President, Membership
Amy Courter	Vice President, Advocacy
Susan Murphy	Treasurer
Lynn Card	Secretary

For more information about this club, go to: www.NFBPWC-NYC.org or become involved on our social media site, nfbpwc.ning.com.

By: Shirley Zeller, President, NFBPWC Michigan

The Michigan affiliates held a zoom meeting in August. We held election of officers with the following officers elected for the 2022-2023 year:

President – Shirley Zeller
 Vice President – Membership – Sue Oser
 Vice President – Advocacy – Amy Courter
 Treasurer – Susan Murphy
 Secretary – Lynn Card

Shirley gave a report of the NFBPWC General Assembly in Sacramento, CA. Jean Porter and Sue Oser added their comments. The Assembly received glowing reports. Only one concern was voiced and that was that there was no list of attendees for those of us attending.

The NFBPWC Regional meeting in St Kitts was discussed and some indicated an interest in going.

We discussed the progress and status of the Equal Rights Amendment and the action that we can take to assist in moving it forward. We will be writing letters to the President of the United States, the Vice President of the United States, Michigan's Senator Gary Peters, and the Archivist responsible for entering the ERA into the Constitution.

We will have four additional members when we post our dues for the coming year. YEAH!!!

NFBPWC New York City

Executive Committee:

Nermin K. Ahmad	President
Devika Gopal Agge	1 st VP Membership
Nesli Cakiroglu	2 nd VP Advocacy
Djenabou Bah	3 rd VP Programs (3-months sabbatical)
Voyka Soto	Secretary
Francesca Burack	Immediate Past President
Emily VanVleck	Young BPW Board Member

For more information about this club, go to: www.NFBPWC-NYC.org or become involved on our social media site, nfbpwc.ning.com.



By: Nermin K. Ahmad, President, NFBPWC New York City

We are preparing for our AGM on November 19th and hope to encourage members to submit their names for the Executive Committee. Board service brings so much in terms of personal growth and experience!

Our current focus is on ensuring our Bylaws are congruent with those recently updated and accepted at the national level, and these will be sent out for member comments prior to the AGM.

The Afghan Women Project is now being managed by our Afghan Sisters, and the Women on the Move project is looking for individuals interested in making a difference for all women on the move from anywhere to anywhere. Please contact Nyc@nfbpwc.org if you are interested in helping shape and lead this initiative.

NFBPWC North Carolina

Executive Committee:

Marsha Riibner-Cady	President	nfbpwcnc@gmail.com
Barbara Bozeman	NFBPWC-EC Liaison	
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook	
Varnell Kinnin	SDG/ Advocacy	
Jo Naylor	Secretary and Bylaws Chair	



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

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

We invite everyone to attend our meetings, the third Thursday of the month at 8:00 pm Eastern by clicking on the link here:

<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkyUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha at (252) 423-0819 (text is okay) for details or nfbpwcnc@gmail.com

At our September 15th meeting Mary Lou donated a BPW beanie baby blue bear with red purse and a red purse necklace locket with silver chain. The proceeds of this opportunity will go to support snacks and school supplies for Varnell's GED students at Edgecombe Community College. This is our ongoing Sustainable Development Goal (SDG) program.



CALL TO ACTION:

Send your best and final donation to Marsha at nfbpwcnc@gmail.com no later than **October 22, 2022**. You may donate to one or both items.

Mary Lou will mail the items to the high donor.

CALL TO ACTION #2

VOTE FOR JO! <https://faceofhorror.org/2022/jo-naylor> Jo Naylor, our UT member, is in the running to be in a MOVIE! CLICK THE LINK TO VOTE FOR FREE OR \$1 PER VOTE. YOU MAY VOTE FOR FREE DAILY!!!

NC wishes everyone a great National Businesswomen's Week. This year concentrate on purchasing something from a new women-owned business!

October is the Time for Each of Us to Observe International Day of the Girl

Submitted by: Lea-Ann Berst, NFBPWC-NC

A month full of celebrations around girls – all over the world – October is when companies, civil society leaders, governments, and community organizations who are advocating for gender equity host events around the work they are doing.

Though officially observed every year on October 11th, many allocate the entire month of October to commemorate the International Day of the Girl.

Did you know that:

- 12 million girls under 18 are married each year
- 130 million girls worldwide are still out of school
- approximately 15 million adolescent girls aged 15-19 have experienced forced sex.

October 11th is a day designated to eliminating gender-based challenges that girls face – including child marriages, poor learning opportunities, violence, and discrimination. Like its adult version, International Women's Day, celebrated on March 8, International Day of the Girl also empowers girls and amplifies their voices.

We at NFBPWC/NC encourage our sister organizations to take part in the worldwide celebration by bringing International Day of the Girl to your club. Acknowledge the importance, power, and potential of girls in October.

***"It is time for us all to stand accountable – with and for girls – and to invest in a future that believes in their agency, leadership and potential."** – United Nations*

Host an event, volunteer at an organization focused on building girls into leaders or find creative ways to showcase amazing women in the U.S. and around the world! Whatever you do, make sure to celebrate girls, and remember to act and encourage the opening up of more opportunities for them.

Pennsylvania Affiliate Chapter

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Nancy Thomas	Recording Secretary
Denice Robinson	Treasurer
Cathy Collins	Membership
Lilly Gioia	Legislation



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

Here we are in September. Another month of interest in the PA Affiliate Chapter has sparked my email account and my phone. I am no longer the Maytag repair lady waiting for calls. We have one more member that has joined our group-Carole Turke. We are delighted to have her express interest and join us.

The discussion of reproductive rights of women is still on the table. We are working together to have our voices heard to our PA Senators and Representatives. Our resolution was issued to our members so they would send to them. With the resolution, members were provided with a letter written by Ginny Bailey that shared statistical information concerning the women of Pennsylvania. Ginny also compiled a list of the PA Senators and Representatives that were NOT covered by our membership. We are also writing to these leaders. I made sure Governor Wolf heard from myself.

Across Pennsylvania we have our elections for the upcoming governorship and the United States Senatorial and Representative offices on November 8. We also have our Pennsylvania elections. Many of our members are already hard at work campaigning for their candidates. We can only express to all how important our votes will count that day.

We have a Nominations Committee for our PA Affiliate who are hard at work too. We are looking at our next meeting to be our elections of officers.

I am back on the job with the L3 (Lifelong Leadership and Learning), starting with September 9 with new chair Jane Taff and again on September 23 with the L3 Facilitators meeting.

Cathy Collins and I have attended the National Membership Meetings every other Monday evening. Also, the National Advocacy monthly meeting was attended by Lilly Gioia and myself. I am looking forward to the upcoming National Board Meeting on October 11.

Our Internet Connection to Facebook has been a great asset for others to read. Find the page and follow. (NFBPWC-Pennsylvania) It has a wealth of information that is being shared across Pennsylvania as well as on our national level. I can't thank Ginny Bailey and Emily Holgash, both members, for all their help.

Our PA Affiliate Chapter of NFBPWC presently has 23 members.

Our next meeting will be Sunday, November 6, 2022 at 7:00 p.m. on Zoom.

Pennsylvania Advocacy Report

By: Lilly Gioia, BPW Pennsylvania Legislation (Advocacy) Chair

PA LAWMAKERS 2023 AUTOMATIC PAY RAISES WILL TOP \$100,000!

In early September a huge inflatable pink pig plopped onto Harrisburg's Capital steps to protest our lawmakers' income hike of **9% due this December, after raking in a 5.6% pay raise last year. The new 2023 automatic pay raises would push rank-and-file lawmakers' salaries from the current \$95,432 to \$103,830 without ever taking a vote!** Citizen activist Gene Stilp told PennLive.com on 9/9/22 that these pay raises are "piggish--They continue to want the whole hog. It is not only the pay raise. They have their pensions, per diems, lifetime health benefits — everything they touch turns to gold for them and nobody else. Their salary is way out of line for a legislature which is basically a part-time legislature, if one counts the actual days in session. "In reality," Stilp said, "salaries should be reduced." According to a PA Post report, the money can be returned, but almost never is. All 252 General Assembly members were contacted and asked if they would support suspending or eliminating the raise this year. Already among the nation's highest paid legislatures, only 20 officials responded. Blair Republican Representative Louis Schmitt answered a reporter's query with two sentences: "I received your email. Now piss off." Lawmakers' inflation-related pay hike comes as wages for working Pennsylvanians fall behind inflation by a growing margin. The state's independent Fiscal Office found "real average hourly earnings" (a measure of workers' pay adjusted for inflation) declined by 3.9% in June 2022, the largest contraction all year. Critics also point out that it's been 20 years since the Legislature voted a cost-of-living increase to retired teachers or public employees. BPW/PA passed a State Convention Resolution in 2012 demanding automatic raises be stopped when salaries went over \$82,000.

Last year all 25 Republican and Democratic members of the House State Government Committee voted unanimously to approve a bill (H.B.583) to suspend upcoming pay raises for lawmakers, top Executive Branch officials and judges. H.B.583 called for a "cost of living hiatus." H.B.583 has not been seen or heard from since 5/26/21 when the bill's sponsor, Representative Frances X. Ryan, wrote colleagues that "Pennsylvania residents are making sacrifices and many of our neighbors are struggling just to feed their families....There is not one positive reason for public officials to receive a COLA."

Prior to the close of this legislative session, Republican efforts to abandon the use of Mail-In Ballots, failed. By a 5-2 vote, the Pennsylvania Supreme Court rejected the GOP argument that the Legislature did not have the power under the state constitution to allow Pennsylvanians to vote by mail without an excuse. The law enabling Mail-In Ballots, Act 77, was adopted in 2019 with bi-partisan support. However, Republican lawmakers challenged Act 77 in court once former President Donald Trump blamed Mail-In voting for his 2020 Pennsylvania election loss.

MILITARY SEXUAL ASSAULTS SURGED IN 2021:

Troops reported 8,866 sexual assaults in fiscal 2021, up from 7,816 in fiscal 2020, according to a Congressionally-mandated annual report, a 13% increase. Service members' trust in the military system plummeted, according to a Government Executive News report. The Pentagon report released 9/1/22 showed the Army's 25% increase was the largest among the services. This news comes as the Pentagon works to make sweeping changes to its justice system handling of sexual assault and harassment cases, and culture, propelled in part by public outrage after the 2020 murder of Army Spc. Vanessa Guillen. Defense Secretary Lloyd Austin has repeatedly stressed that reducing sexual assaults in the military is one of his top priorities.

He initially established an independent review commission to identify the changes necessary to prevent these crimes from happening, hold attackers accountable, and to provide proper support for victims. But many of the recommended changes have not been implemented yet — including an impending overhaul of the Uniform Code of Military Justice. The actual estimate of troops experiencing unwanted sexual contact last year was estimated at 35,875. This year just 58% of men and 34% of women agreed that they could trust the military to protect their privacy. Senator Kirsten Gillibrand, (D/NY) said the results of the survey are disturbing and show "a military in crisis."

MILITARY ACCESS to REPRODUCTIVE CARE and HEALTH for Military Service Members Act: (MARCH)

Leaders of the Democratic Women's Caucus and the Pro-Choice Caucus in the House of Representatives sponsored the MARCH Act to ensure that abortion remains available to women stationed in the more than two dozen states where it is criminalized since the Dobbs ruling. Representative Jackie Speier (C/CA) stated "Abortion care isn't a privilege....Our brave service members deserve the same access to basic health care as the people they are fighting to protect. The fallout for our service members and their families will be catastrophic, as is the threat to our military readiness, morale and unit cohesion."

HOUSE REPUBLICANS SKIP ABORTION HEARING WITH MILITARY DOCTORS, TROOPS:

At a Congressional hearing, one by one, doctors and active duty U.S. troops pleaded with members of the House Armed Services Committee to do more to help protect access to abortion after the repeal of Roe v. Wade. Their stories offered stark warnings about the challenges service members already face accessing abortion. But few Republicans were in the room to hear their testimonials. Overwhelmingly, the minority party members of the panel did not attend the hearing or ask questions, according to a Government Executive News report. A top question at the hearing was whether the Supreme Court's decision would impact military readiness if troops decided not to join, left the service, or were forced to keep an unwanted pregnancy. Gil Cisneros, the undersecretary of defense for personnel and readiness, told the committee that he believed the Dobbs decision could lead to troops wanting to leave the military over concerns they would be stationed in a state that bans abortion. More than 100 military facilities are located in states that ban abortion. Another 29 are in states where lawmakers are expected to pass restrictive bans. "We're creating a real incentive for women not to serve," said Rep. Jackie Speier (D/CA). "It's almost an insidious effort to encourage women to leave the military."

DUALING HARRISBURG ABORTION RALLIES DRAW THOUSANDS TO THE CAPITOL:

According to a 9/19/22 City & State report, more than 5,000 people packed the Pennsylvania Capitol's front steps for a March for Life rally. President and CEO of the Pennsylvania Family Institute, Michael Geer, celebrated the Dobbs decision, taking the stage saying: "Bask in this wonderful fact: Row v. Wade has been tossed on to the ash heap of history." Geer thanked the state's Republican-led General Assembly for advancing legislation that scales back abortion access. Republican House Speaker Bryan Cutler, noted that the High Court ruling could give lawmakers a new opportunity to decide the future of abortion access in Pennsylvania. "As elected leaders we hear you loud and clear on the issue," Cutler said. "Life begins at conception. We owe it to the unborn, the voices of the most vulnerable among us to be their voice."

The preceding day Democrats, physicians and reproductive rights advocates gathered on the Capitol steps to support keeping abortion legal and accessible in Pennsylvania. Participants argued that a proposed constitutional amendment could have fatal consequences, citing possible impacts to accessing contraception, in vitro fertilization, treatment of ectopic pregnancies, miscarriage and bodily autonomy, according to a 9/20/22 PA Capital Star report.

"We've seen this in other states," Lindsey Mauldin of Planned Parenthood Southeastern PA said. "And we know that this is just the beginning of an attempt by conservative lawmakers to restrict and stigmatize access to sexual and reproductive health care." Nurse Practitioner Tarik Khan said, "This constitutional amendment is completely unreasonable. Make no mistake, SB106 is about politicians wanting to control women's bodies. At best, it will be unnecessary interference with my patients' personal decisions. At worst, it will be deadly." Senator Judy Schwank, (D/Berks) cited recent polling showing support among Pennsylvanians for keeping abortion legal under all or some circumstances. "You can say what you want for our Republican friends, but they do know how to read a poll. They know public opinion is not on their side on this one," Schwank said. ACLU representative Marianne Stein said that while the ballot question will not automatically ban abortions in Pennsylvania, "its purpose is to enable the Legislature to pass more severe abortion restrictions."

In response to the March for Life rally Governor Tom Wolf reiterated his pledge to veto legislation that reduces abortion access. "Forced-birth advocates are descending on Harrisburg today for the March for Life. This is the loud minority. Most Pennsylvanians want their reproductive rights to be protected," Wolf said. At present Governor Wolf is suing to try to block a Republican-proposed Constitutional amendment to ban abortion from

appearing on a ballot, arguing that it would violate privacy rights enshrined under the law. Lawmakers in the GOP-controlled House, have already taken the first step toward severely restricting abortion in Pennsylvania with their constitutional amendment able to appear on a ballot as early as May 2023. During the March for Life rally, Democrats were inside the Capitol introducing a package of bills aimed at protecting abortion rights. The legislation would protect those seeking abortion in Pennsylvania from out of state prosecutions while also protecting the licenses of abortion providers. The bill package also seeks to increase the number of abortion providers in the state and reduce the cost of having an abortion. In California BPW is supporting Proposition One on their November ballot that guarantees a woman's right to choose in the state constitution.

BI-PARTISAN BILL BOOSTS N.I.H. MENOPAUSE RESEARCH:

"Every day millions of working women deal with menopause-related symptoms that take a toll on their families, disrupt their lives, careers, mental health and so much more," said Representative Cindy Axne (D/IA), co-sponsor of bipartisan legislation to bolster federal medical research related to menopause and mid-life women's health. The bill would require the director of the National Institutes of Health to evaluate the current state of menopause research (including any gaps) relating to causes, symptoms and treatments as well as research on mid-life women's health. NIH would be required to submit a report on that within 180 days of the bill's enactment. In recent years, research into more effective and safer treatments for menopause has leveled off, and funding for these initiatives has dipped to historic lows. This funding uncertainty hinders any long-term research initiatives, like finding new effective and safe treatment for menopause symptoms. An April 2022 Washington Post article, "America lost its way on menopause research. It's time to get back on track," was written by menopausal specialists who said, "Despite menopause affecting 100% of women living into late life, research is significantly underfunded relative to patient burden."

'CONTRACT BUNDLING' ADDRESSED BY SMALL BUSINESS ADMINISTRATION:

When agencies bundle several different contracts together and award the work to one company, small businesses, particularly women-owned ones, face difficulty trying to enter the federal marketplace. "In theory this may be saving dollars, but what happens then is those contracts are no longer available for smaller businesses because a small business wouldn't really be able to compete necessarily for a \$7 billion contract," Bibi Hidalgo, of SBA's Office of Government Contracting, said. "But they can compete for a \$20 million, a \$50 million or \$100 million [contract]." In July SBA announced that the Biden administration exceeded its government-wide small business contracting goal for fiscal year 2021 by awarding a record-breaking \$154 billion in federal contract dollars to small businesses — an \$8 billion increase from the previous fiscal year. Hidalgo said contract bundling could have "absolutely" had an effect on the results for women-owned businesses in the most recent scorecard. An SBA study showed that every time contracts are bundled, it's disproportionately women-owned businesses that are impacted. She recognized the Biden administration's initiatives since coming into office to help small businesses, including its attempts to double the share of federal contracts that go to small, disadvantaged businesses over the next few years. SBA announced earlier this summer that it has increased the number of certified firms to contract with the government from about 1,000 to nearly 6,000.

WHAT'S BEHIND THE EFFORT TO DISMANTLE THE COMPETITIVE FEDERAL CIVIL SERVICE?

In July a group of five conservative Republicans introduced legislation to make the federal government an at-will employer, eviscerating civil service protections, chilling whistleblower activity and abolishing the Merit Systems Protection Board. H.R.8550, the Public Service Reform Act, would make federal workers at-will employees. In October 2020 former President Trump signed an executive order establishing Schedule "F," a new classification, allowing him to strip categories of federal workers of civil service protections and make them at-will employees. His administration was not able to implement the edict before he left office, and President Biden promptly rescinded the measure. But here's the rest of the story.

"Most career civil servants do their jobs faithfully day in and day out, but there are still too many federal employees actively undermining America through their blatant contempt for our nation, the rule of law, and the American people," said H.R.8550 co-sponsor Representative Chip Roy (R/TX). "Former President Trump is absolutely right about this: there needs to be a reckoning, and bureaucrats actually need to be fireable," Roy

added. According to a Government Executive News report, the bill stands nearly zero chance of passing in the current Congress, but conservative operatives like Steve Bannon, have devised plans to revive SCHEDULE “F”.

Former dean of the University of Maryland School of Public Policy Don Kettl, said, “This is being helped and aided unquestionably by groups like America First Works, Heritage Action for America, FreedomWorks and Citizens for Renewing America, who have endorsed the bill.” If Republicans take control of Congress following the midterms, this may very well go from idea to specific action, Dean Kettl said. Additionally, this bill “dramatically limits the amount of whistleblowing activity that’s possible.” A major assault on the federal civil service is now on the horizon regardless of who the next Republican president is.

Opponents call these efforts a return to the patronage system. The spoils system in public employment existed before the 1883 Pendleton Act addressed the cronyism, nepotism and alcoholism in the federal workforce when politicians rewarded their supporters with jobs. Converting the workforce to competitive positions and implementing civil service examinations evolved over time, but the practice of selling federal jobs for contributions benefited the political power structure. Those involved in the present effort to revive Schedule “F” have said they already have identified 50,000 federal employees who could be fired, according to an 8/2/22 Government Executive update.

H.R.302--Preventing a Patronage System Act passed the House on 9/10/22 (225-204). H.R.302 bars future presidents from unilaterally stripping federal workers of their civil service protections. Six Republicans voted in favor of the bill. Identical Senate legislation has been co-sponsored by Senator

Tim Kaine (D/VA). “Our civil service plays an invaluable role in everything from our national security to the administration of Social Security benefits, and it’s in Americans’ best interest that those positions be filled with the most qualified applicants,” Senator Kaine said. H.R.302 aims to permanently end the effort to take competitive civil service positions and subject them to removal by political leadership based on loyalty to the president. Eighty-five percent of federal workers live and work outside of the Washington, D.C. region. Republican supporters asserted Schedule “F” facilitates removal of poorly performing employees. Representative Carolyn Maloney (D/NY) said, “Schedule “F” was never about removing employees...we removed over 10,000 federal employees last year. This is about protecting employees who are doing a good job from political influence.”

NO TAX BREAKS FOR UNION BUSTING ACT:

As workers join together to fight for better pay and safer working conditions by unionizing, they often face million-dollar corporate intimidation campaigns to prevent unionization. Adding insult to injury, corporations are allowed to write off these anti-unionization efforts as run-of-the-mill business expenses. Senator Bob Casey (D/PA) introduced the No Tax Breaks for Union Busting Act to end the taxpayer subsidization of anti-union activity. The bill would classify businesses’ interference in worker organization campaigns like political speech under the tax code and therefore, not tax deductible. Activities denied a deduction would include both unlawful attempts to influence employees, and lawful activities that nonetheless should not be subsidized by taxpayers. These include violations of the National Labor Relations Act so-called “captive audience meetings” — where employers hold mandatory meetings during work hours and pressure employees against joining a union or interrogate workers — and million-dollar anti-union advertising campaigns around union elections.

“Companies that engage in union-busting shouldn’t reap financial benefits; they should pay penalties for this anti-democratic behavior,” said AFL-CIO President Liz Shuler. “We should not be subsidizing intimidation and bullying tactics, and this legislation would put an end to it.” The No Tax Breaks for Union Busting Act establishes an IRS reporting requirement for employers who intervene in protected labor activities. Only a small portion of this activity is even reported to the Department of Labor currently, but it amounts to at least \$340 million annually. Unfair labor practices include employees being fired for labor organizing activities, refusal to bargain in good faith with unions, arbitrary and unfair changes to working conditions or coercion and intimidation and workplace surveillance.

STARBUCKS ILLEGALLY DENIED RAISES TO UNION MEMBERS:

The National Labor Relations Board (NLRB) has accused Starbucks of harassing Pittsburgh workers trying to unionize, according to a 9/13/22 Post-Gazette report. A complaint filed on behalf of Pittsburgh workers, accuses the coffeehouse chain of unfair labor practices. The 19-page complaint alleges Starbucks interfered with, restrained and coerced employees who were seeking to join Workers United, an affiliate of the Service Employees International Union. Employees at 235 Starbucks stores in the U.S. – including 10 in the Pittsburgh area – have voted to unionize since the drive began last year, according to Workers United. Another 327 stores have petitioned to hold union elections.

The NLRB's complaint accuses company representatives of intimidation at four Pittsburgh Starbucks locations. Some of the alleged threats included telling employees that if they join a union, they would lose existing benefits, lose college tuition benefits, would not be able to transfer to other stores, would not receive a previously announced pay raise, would be held to stricter dress code policies, would be disciplined, would be terminated and that the Craig Street store would shut down. The complaint also alleges that Starbucks increased surveillance and created the impression of surveillance of workers, interrogated employees about their union activities and promised the company would hire a security guard if employees refrained from organizing. Starbucks issued a statement that it believed the suit was without merit. A hearing on the matter is set for 1/23/23 before an administrative law judge.

NLRB federal regulators in another complaint, have accused Starbucks of illegally discriminating against unionized employees by denying them wage and benefit increases that the company put in place for non-union employees, according to a New York Times report. An NLRB complaint accuses Starbucks of breaking the law when its Chief Executive Howard Schultz "promised increased wages and benefits at U.S. stores if its employees rejected the union as their bargaining representative and when it withheld raises and benefits from unionized workers." The Labor Board is seeking to have affected employees be made whole for the denial of benefits and wage increases. It is also asking that Mr. Schultz read a notice to all employees informing them that some had been unlawfully denied benefits and pay increases and explaining their rights under federal labor law. This case is scheduled to be heard on 10/25/22 before an Administrative Law Judge unless Starbucks settles with the agency beforehand. Maggie Carter, a Starbucks worker who helped unionize her store in Knoxville, Tennessee said in a statement, "he claims to run a different kind of company, yet in reality, Howard Schultz is simply a billionaire bully who is doing everything he can to crush workers' rights."

WORKER PRODUCTIVITY MONITORING A GROWING CONCERN:

Workers in many industries are concerned about employers tracking every minute on the job and being penalized or even fired for their idle time to use the rest room, get a drink of water, or jot down notes on paper, take a work call or just step away from a computer for a few minutes. More and more companies are using technology to monitor productivity and how much time employees are not working. According to a WNEY News report, while these technological methods of monitoring will help increase productivity, they can lead to penalties like pay loss or even job loss. Senator Bob Casey has called these practices "invasive." It comes down to what's the appropriate use of technology in the workplace, Senator Casey said. "I mean why should someone be penalized in a workplace if they're taking that kind of break?" Casey recently sent a letter to the Department of Labor urging them to look into this growing trend by employers. There's little oversight or accountability on how these technologies are impacting workers across the labor market. The Federal Trade Commission recently announced an assessment of harmful commercial surveillance that may lead to rule-making. Senator Casey hopes the Labor Department will take similar action. If

the Department of Labor needs additional help in protecting workers' privacy, Casey said he is more than ready to help and lead an effort to pass it into law.

Pennsylvania Conference for Women

Source: Facebook post from Ginny Bailey on NFBPWC – Pennsylvania page on 08/25/2022



Find Work That Works

Join us October 4th and you could make your next great professional match! Join us October 4th for our next [FREE Virtual Career Fair!](#)

Meet directly with recruiters — and tap into our library of professional development resources while you're there.

Our sponsors have been supporting women in the workplace in many ways. They're now hiring for remote, in-person, and hybrid roles in:

- Tech
- Healthcare
- Pharmaceutical
- Finance
- and more!

[REGISTER NOW](#)

What you need to know:

- Open to professionals at all levels
- Participating employers are committed to diversity, equity, and inclusion
- Opportunities for remote, hybrid, and in-person roles
- Expert live and on-demand advice and resources
- All resumes submitted with your registration will be shared with hiring employers

Featured employer: Bristol Myers Squibb / Community Sponsors: iRelaunch, Luminary, PowertoFly, ReachireRegistration is FREE. Learn more at <https://www.paconferenceforwomen.org/CareerFair/>

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores President

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!

NFBPWC Houston

Executive Committee:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

Executive Committee:

Daneene Monroe Rusnak	President
<i>Vacant</i>	Secretary
Leona Phillips	Interim Treasurer

For more information, you can visit the website at:

<https://www.nfbpwc.org/Virtual>

Or email: nfbpwcvirtual@gmail.com

Virtual Chapter continues its unavoidable hiatus when it comes to formal planning meetings and events, but as mentioned before, don't let the apparent "lack of activity" fool you! There continue to be discussions and behind the scenes activities occurring to preserve and strengthen this rapidly growing chapter.



This Photo by Unknown Author is licensed under CC BY

Stay tuned for the date for the October planning meeting for chapter members!

Virtual Club | NFBPWC Benefits

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](#). Check out this link for more news (below) about the [NFBPWC Virtual Club](#)

Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, it is imperative to communicate the value of a membership at NFBPWC. For less than \$5 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 the time to access and utilize of what is offered.

Please email Kathy Kelly, 1st 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.

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

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- Grow through NFBPWC's formal **Lifelong Leadership and Learning Program**.
- Share your successes on the **NFBPWC Spotlight**: <https://www.nfbpwc.org/spotlight>.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the magazine, on the website, and on social media platforms (Email vpmembership@nfbpwc.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.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!



Advertising Opportunities with NFBPWC

The Executive Committee has approved the following Advertising Opportunities in the NFBPWC monthly e-Magazine. Your targeted audience ... women who support women.

If you are interested in advertising your business in our monthly e-Magazine, please follow the following procedure:

DEADLINES FOR SUBMISSIONS OF ADVERTISING are 2 weeks before the end of the month.

As an example, if you wish to advertise in the upcoming March e-Magazine, you must send your submission and payment on or before February 14, 2021.

1. Submit your digital image to the Executive Committee as an attachment to: ec@nfbpwc.org

Format requirements: Static images only in JPG or PNG format. NFBPWC reserves the right to refuse any advertising that does not conform to our mission statement.

2. Submit the appropriate payment amount using the pricing schedule below by Zelle, Venmo, or PayPal to: treasurer@nfbpwc.org

You can submit a check, but this may cause a delay in your advertisement being approved if payment is not received before the deadline submission date. Checks are made payable to: “NFBPWC” and mailed to Deborah Fischer/NFBPWC, 748 North Downing Street, Denver, CO 80218.

If you are paying by check, I would also suggest that you email the treasurer@nfbpwc.org to let her know that the check is being mailed.

3. You will receive a response by the Executive Committee after they have reviewed your submission.
4. If your submission is accepted by the Executive Committee, they will forward your submission to the Newsletter Chair (newsletter@nfbpwc.org) for publication in the next monthly newsletter.

Here is our pricing per month for current NFBPWC Members:

- Full page \$85
- Half page horizontal \$50
- Half page vertical \$50
- Quarter page \$25

Here is our pricing per month for Non-Members:

- Full page \$100
- Half page horizontal \$65
- Half page vertical \$65
- Quarter page \$40

National Federation of Business and Professional Women's Club's (NFBPWC) Advocacy Platform 2022-2024

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
- Support repeal of Forced Arbitration as a sole means of dispute resolution

Health Equity and Justice

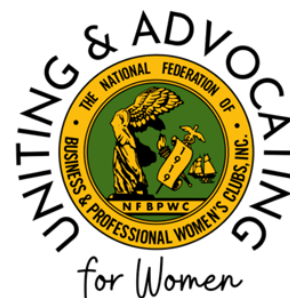
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education 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

- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Ratification of the Equal Rights Amendment (ERA)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Support universal background checks for all ~~firearm~~ gun purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity including adequate funding of public education, preschool through postsecondary
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against all women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support our women in prisons
- Support protection of human rights and equitable treatment of all migrants, including refugees and asylum seekers

NFBPWC MEMBERSHIP

A BROAD RANGE
OF BENEFITS



Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the professional, business and leadership potential of women at all levels.

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 five regions and 100 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 legislative 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.

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 Ambitions

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 globally.
- Engage in networking and mentoring programs.
- Continuous development of personal and professional skills through the Lifelong Leadership and Learning© Program.
- 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!

Benefits of Affiliation

- Dedicated Board of Directors working to achieve the mission and goals of NFBPWC while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 100 countries.
- Opportunity to be part of an organization that has over 100 years of legacy and strength supporting it.
- Leadership opportunities locally, regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-magazine.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders locally, 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

- Cultivate worldwide friendships in one of the original women's networking organizations.
- Formal Lifetime Leadership and Learning (L3) personal and professional growth education programs.
- Formal Mentoring Program.
- Business networking opportunities to market and support your own business and professional services.
- Access to the Young BPW Program (age 18-35) that is supported both globally and nationally.
- Access to Student Membership opportunities.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the e-magazine, website, and social media platforms.
- Members-Only 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 local, national and global level.
- 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.
- Informative monthly e-magazine 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 (30€ to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization.

Please see specific organizations within NFBPWC for more information on their dues structure by visiting

www.NFBPWC.ORG



LADIES, YOUR HEALTH IS IMPORTANT!

The **Good Health Program** was designed to help NFBPWC members and their families save on costly health care and wellness expenses. Enjoy discounts on telemedicine, vision, dental, prescription drugs and more!



Good Health Program makes it easy to save money on the care you need. As a member, you can save 15% to 50% on your prescription medications along with vision care savings of 15% off contact lens exams. You'll also see dental savings of 20% to 50% off most dental procedures. Plus, as an added bonus, plan members will receive virtual access to round-the-clock doctors and mental health professionals. Sign up for the Good Health Program today and start saving!

GOOD HEALTH PROGRAM FEATURES:



Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more



Direct access to state-licensed and fully credentialed doctors, via phone or video consultations



Save on eye exams, contact lens exams, glasses and more



Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

What's Included in this plan?

Telemedicine

DialCare Physician Access is a modern, easy-to-use telemedicine solution for non-emergency illnesses and general care. Members and their families have direct access to state-licensed and fully credentialed doctors, via phone or video consultations, to receive treatment and advice for common ailments, including colds, the flu, rashes and more.

Mental Wellness

DialCare Mental Wellness is a program designed to provide safe, secure and private means of seeking mental health assistance from licensed counselors via virtual or telephonic counseling sessions.

A consult fee of \$70.00 applies to all consults.

Dental Care

Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings, and major work such as dentures, root canals, and crowns through one of the largest dental networks nationally with a focus on neighborhood dentists.

Vision Care

VSP Vision Savings Pass is a discount vision program that offers savings on eye care and eyewear. Members receive Exclusive Member Extras and special offers in addition to access to discounts through trusted, private-practice VSP doctors on eye and contact lens exams, glasses, and sunglasses.

This plan is not insurance.

Not available in WA.

Prescriptions

Members are entitled to prescription savings from 15% to 60% off the retail price of generic drugs and from 15% to 25% off the retail price of brand name drugs at over 62,000 participating pharmacies nationwide.

Plan Options



Member Only

\$16.00 / month



Member + 1

\$20.00 / month



Member + Family

\$25.00 / month

Use Promo Code **NFB10** for 10% off retail rates.

To learn more about how you can get started today, visit **nfbpwc.solutionssimplified.com** or call us at **(855) 335-2255**.

Disclosures: THIS PLAN IS NOT INSURANCE and is not intended to replace health insurance. This plan does not meet the minimum creditable coverage requirements under M.G.L. c.111M and 956 CMR 5.00. This plan is not a Qualified Health Plan under the Affordable Care Act. This is not a Medicare prescription drug plan. The range of discounts will vary depending on the type of provider and service. The plan does not pay providers directly. Plan members must pay for all services but will receive a discount from participating providers. The list of participating providers is at nfbpwc.solutionssimplified.com. A written list of participating providers is available upon request. You may cancel within the first 30 days after effective date or receipt of membership materials (whichever is later) and receive a full refund. Discount Plan Organization and administrator: Careington International Corporation, 7400 Gaylord Parkway, Frisco, TX 75034; phone 800-441-0380. This plan is not available in Vermont or Washington.