



**UNITING &  
ADVOCATING**  
*for Women*

**NFBPWC Magazine**

FEBRUARY 2023 ISSUE

**CELEBRATE**

# **BLACK HISTORY MONTH**

**FEB 01, 2023**



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**Submission Deadline for the March Magazine is Monday, February 20<sup>th</sup> 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

#### February 1, 2023

10:00 am PST / 1:00 pm EST

Women on the Move Committee meeting (Open to All Members)

Email for Info: [womenonthemove@nfbpwc.org](mailto:womenonthemove@nfbpwc.org)

#### February 2, 2023

5:00 pm PST / 7:00 pm EST

NFBPWC Justice, Diversity, Equity and Inclusion (JDEI) Committee presents:

"Women & Resilience: A Conflict Resolution, Financial Security and Life Necessity" (Open to the Public)

<https://nfbpwc.org/event-5093162>

#### 2<sup>nd</sup> Monday of the Month

No February Meeting; Next Meeting March 13, 20 23

Health Committee Meeting

Email for info: [Health@NFBPWC.org](mailto:Health@NFBPWC.org)

#### February 8, 2023

##### 2<sup>nd</sup> Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

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

"Your Business Season," by Brooke Burns

<https://nfbpwc.org/event-4962110>

#### February 9, 2023

##### 2<sup>nd</sup> Thursdays of the Month

4:00 pm PST / 7:00 pm EST

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

<https://nfbpwc.org/event-4973887>

#### February 11, 2023

"Heart of a Woman," hosted by NFBPWC Health Committee

Register at: <https://learn.houstonmethodist.org/transplant-medicine/content/heart-woman-2023>

#### February 22, 2023

5:00 pm PST / 8:00 pm EST

Military Affiliated Women Committee Meeting

<https://www.nfbpwc.org/event-5154151>

#### 1<sup>st</sup> and 3<sup>rd</sup> Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org)

#### No Meeting for February

##### 2<sup>nd</sup> Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

Email for info: [YoungBPW@NFBPWC.org](mailto:YoungBPW@NFBPWC.org)

##### 1<sup>st</sup> Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

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

##### 3<sup>rd</sup> Wednesdays of the Month

3:00 pm PST / 6:00 pm EST

Virtual Chapter Meeting

##### 2<sup>nd</sup> and 4<sup>th</sup> Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

### Regional Events

#### February 11, 2023

9:00 am to 3:30 pm Mountain Time

NFBPWC Colorado Midyear Convention and Legislative Conference (Open to All BPW Members)

[Register on their website](#)

#### February 16, 2023

5:00 pm PST / 8:00 pm EST

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

<https://nfbpwc.org/event-49738729>

## 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  
Treasurer, Open  
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  
Rapid Response, Sue E. Oser, Michigan  
Small Business, Marsha Riibner-Cady, North Carolina  
Women on the Move, Nermin Ahmad, NYC

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  
rapidresponse@nfbpwc.org  
smallbusiness@nfbpwc.org  
womenonthemove@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  
United Nations, Susan O'Malley, NYC  
Website, Open

digitaltraining@nfbpwc.org  
cesh@nfbpwc.org  
marketing@nfbpwc.org  
newsletter@nfbpwc.org  
militarywomen@nfbpwc.org  
socialmedia@nfbpwc.org  
UNchair@nfbpwc.org  
website@nfbpwc.org

## President's Message



### Celebrating Connections and Community Abroad

BPW International members from around the globe met in St. Kitts and Nevis for our triennial North America and Caribbean Regional Conference with the theme BPW Moving Forward Together – Stronger.

This incredible event took place January 8 – 15, 2023 in St. Kitts with a day trip to Nevis. A total of 14 NFBPWC members participated in this conference, including: 4 Executive Committee

members, 3 Past National Presidents, 2 Past International Presidents, and 2 BPW International Standing Chairs, 3 United Nations Representatives, 4 National Chairs, and 3 National Affiliate Presidents. If you're keeping track, you'll note that a few of these NFBPWC women must serve, or have served, in more than one leadership position. I applaud them for making this conference a priority and representing the United States so well at this international event. A special thank you to all of our members for welcoming my husband, daughter, and son at their first NFBPWC/BPW conference – they were impressed, inspired, and finally understand my commitment to BPW.

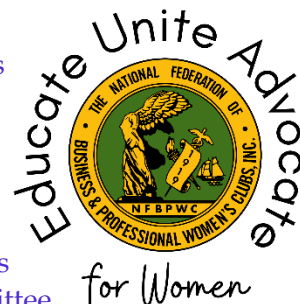
There were innumerable opportunities for the members who attended this conference. First and foremost, all of our members were able to meet and network with BPW International Executive members: President Dr. Catherine Bosshart, Switzerland/France; 2nd Vice President Membership, Dr. Giuseppina Seidita, Italy; Executive Finance Officer, Dr. Eufemia Ippolito, Italy; Executive Secretary Jenny Gulamani-Abdulla, JD, Canada; Regional Coordinator Europe, Anu Viks, Estonia; Regional Coordinator Latin America, Diana Barragan, Ecuador/Mexico; and our own amazing Regional Coordinator North America & The Caribbean, Dawn Williams, St. Kitts & Nevis.

The Prime Minister of St. Kitts & Nevis, Honorable Dr. Terrance Drew, attended both the opening ceremony and the final gala event. We were inspired by the youngest member of Parliament, the Honorable Isalean Phillip, Senator and the Minister of Education, Youth, Social Development, Gender Affairs, Aging and Disabilities. We were lucky enough to meet and listen to Governor General Marcella Liburd, sworn in since our departure as the first female Governor General for the Federation of St. Kitts and Nevis. It was an amazing event full of inspiring speakers (many from NFBPWC), cultural immersion opportunities, information about growth within and for BPW, and fabulously fun excursions!

As you peruse through this issue of our NFBPWC Magazine, you will hear other stories of connection, community, fun, and friendships. I encourage each member to consider participating in a live event locally, nationally, or internationally in the coming year. (We have plenty to choose from!) NFBPWC events are more than networking opportunities, they allow us to find our own unique path in NFBPWC, BPW International, and our communities. These types of experiences help us in cultivating connections and creating community.

We know that collectively; our influence is stronger. We can empower each other by creating new opportunities for networking, burgeoning friendships, and collaborations. NFBPWC will continue to light a path for our future that promotes justice, solidarity, diversity, inclusion, innovation, and celebration in 2023. Sending personal wishes of celebration, health, and **progress** around the globe!

Kind Regards,  
Megan Shellman-Rickard  
NBPWC President  
2020-2024





## 1<sup>st</sup> Vice President Membership News



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

### Congratulations to US!

We were excited to win the coveted, **"Greatest Increase in Membership"** Recognition Award at the North America and the Caribbean Regional Conference in St Kitts -

Nevis. We had 96 new members join us in 2022! We're in the process of confirming membership reports from each federation and affiliate and look forward to equally amazing retention numbers.



### NEW MEMBERS!

Anna Story	BPW Colorado Student
Rebecca Folsom	BPW Colorado Student
Lexie King	BPW Colorado Student
Dina Fesler	Virtual - Minnesota
Lisa DeRoy	Virtual - Virginia
Lisa Ling	Virtual - California
Maron Gearheart	Virtual - Oregon

Be on the lookout in 2023 for quarterly **"Meet Our New Members"** via Zoom (including Q&A time for our new BPW sisters). The first is scheduled March 31. More information to follow.

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

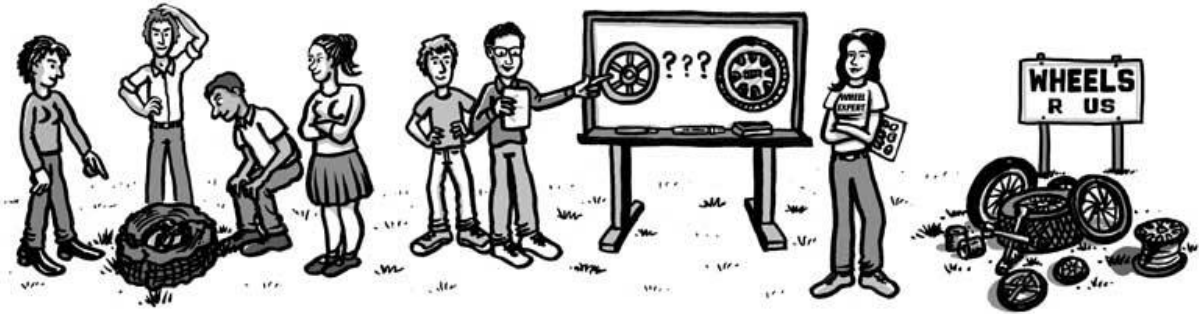


Have you checked out our **New Member Welcome Guide** on the website? It's the latest addition as an exclusive member benefit. Remember, you'll need a login to get in!

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

## Not happy with *your* membership numbers? Don't re-invent the wheel!

Do you need to update documents? Would you like some excitement, ideas, resources, and support?



Join us at our bi-weekly Membership Committee meetings on Zoom. 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](mailto:VPMembership@NFBPWC.org) for more information.

## 2<sup>nd</sup> Vice President Advocacy Report



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

*Please note: While we are awaiting new legislation from the 118<sup>th</sup> Congress, our existing OCP campaigns will be idle. Keep your eyes open for new (or "recycled") campaigns in 2023.*

The Advocacy and Health Committees were proud to honor what would have been the 50<sup>th</sup> celebration of the Roe v Wade decision with an outstanding presentation by Dr. Sophia Yen, CEO, Co-Founder of [PandiaHealth.com](https://PandiaHealth.com).



**Dr. Yen's 8 Tips Now That Roe Is Gone** was a wealth of insights and information and just what we needed! You can view the replay on our [YouTube Channel here](#).

Also, Dr. Yen was gracious enough to set up a special discount for NFBPWC members and friends. Pandia Health delivers a year's supply of birth control, free delivery to your mailbox and with automatic renewal. They take almost all private insurances (except for Kaiser).

If you have an active prescription (at a pharmacy or have your doctor send it in), the delivery service is FREE.

If you need a prescription, For AZ/CA/CO/FL/GA/IL/MI/NV/NY/PA/TN/TX/WA/WY peeps, they can provide an expert birth control doctor consult for just \$20 ONCE a year, for access to their expert doctors for 364 days. Enter code **nfbpwc** for \$5 off your telemedicine visit.

**REMINDER:**

Share our new initiative with your colleagues, friends, and family members. Our stories are our power.

**"Without Roe: Our Stories"**

[Click here](#) or scan the QR code below to learn more about our efforts to curate personal experiences, truths, and stories that remind us of the importance of the protections that the Roe v Wade decision provided. Injustice thrives in silence and our stories have power.

**JOIN NFBPWC's "WITHOUT ROE: OUR STORIES" PROJECT**

As always, please also take a moment to read the supplemental submissions from Sue Oser and Nancy Werner.

Thank you for all you do!

All the best,

Daneene

## LGBTQ+ Team Report

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

Over the past year, we learned about the various communities and the flags that they represent. While there are many more to focus on, there are a lot of websites out there that can educate you on those flags that may have been missed. They include such websites as <https://www.hrc.org/resources/lgbtq-pride-flags> and <https://rcsgd.sa.ucsb.edu/education/flags>.

A major focus for this year will be various organizations around the country or even the world that help, support and advocate for the LGBTQ+ community. It's a great way to learn about these organizations and perhaps invite them to your next meeting or for special speaking engagements. The more we learn about these organizations the more we can network and offer the support they need via an ally or more.

**Organization of the Month** - Sylvia Rivera Law Project

**Why highlight?**

The Sylvia Rivera Law Project was named after Sylvia Rivera who was a tireless advocate and one of the first activists of the "gay rights" movement, particularly 1969 Stonewall uprising that she was a part of. She was particularly a staunch advocate for the transgender population and was even transgender herself. However, she not only fought for the LGBTQ+ community but all low-income and marginalized communities of color.

The SRLP seeks to continue what Sylvia Rivera did by focusing on those issue of poverty, racism, and more from a legal and advocacy perspective. They also offer such services as name-changing, immigration and more. As stated in its mission statement, "we seek to increase the political voice and visibility of low-income people and people of color who are transgender, intersex, or gender non-conforming. SRLP works to improve access to respectful and affirming social, health, and legal services for our communities. We believe that to create meaningful political participation and leadership, we must have access to basic means of survival and safety from violence."



**Source(s):**

<https://srlp.org/>

<https://www.villagevoice.com/2002/02/26/a-woman-for-her-time/>

**This month's FYI:**

These are the latest LGBTQ news highlights:

**Appeals Court upholds Florida high school's transgender bathroom ban**

[https://www.politico.com/news/2022/12/31/appeals-court-upholds-florida-high-schools-transgender-bathroom-ban-00075985?link\\_id=8&can\\_id=2e2cc7e62d0239a6d76243e9020d0cd2&source=email-yes-trumps-taxes-really-are-that-bad&email\\_referrer=email\\_1776549&email\\_subject=trump-teases-third-party-run-for-president](https://www.politico.com/news/2022/12/31/appeals-court-upholds-florida-high-schools-transgender-bathroom-ban-00075985?link_id=8&can_id=2e2cc7e62d0239a6d76243e9020d0cd2&source=email-yes-trumps-taxes-really-are-that-bad&email_referrer=email_1776549&email_subject=trump-teases-third-party-run-for-president)

**Gay Restaurant Worker Awarded 150.00 in Discrimination Lawsuit**

[https://www.metroweekly.com/2023/01/gay-restaurant-workers-awarded-150000-in-discrimination-lawsuit/?mc\\_cid=2b269740a4&mc\\_eid=7f6ecbda19](https://www.metroweekly.com/2023/01/gay-restaurant-workers-awarded-150000-in-discrimination-lawsuit/?mc_cid=2b269740a4&mc_eid=7f6ecbda19)

**Michigan LGBTQ+ Leaders Prioritize Their Wish Lists for the Incoming Democratic Legislature – With an Amended Civil Rights Act at the Top**

<https://pridesource.com/article/michigan-lgbtq-leaders-prioritize-their-wish-lists-for-the-incoming-democratic-legislature-with-an-amended-civil-rights-act-at-the-top/>

**Trans support group starts Marquette chapter.**

<https://www.uppermichiganssource.com/2023/01/12/trans-support-group-starts-marquette-chapter/>

If you have an idea of an organization that you would like to highlight or would like to help and become more involved as an LGBTQ+ advocate, please contact Sue Oser at [soser@nfbpwc.org](mailto:soser@nfbpwc.org) or [angelbpw1719@gmail.com](mailto:angelbpw1719@gmail.com).

## ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

EQUAL RIGHTS AMENDMENT-GETTING ATTENTION  
EQUAL RIGHTS AMENDMENT

Advocacy -Equal Rights Amendment -



## From the Desk of the Secretary



By: Sondra Nunez, NFBPWC Secretary 2022-2024

*In Honor of National Leadership Day, February 20, 2023, below is an article by John Maxwell on Law 1 of the 21 Irrefutable Laws of Leadership.*

### *The Law of the Lid*

By [John Maxwell](#) |

#### **Leadership Ability Determines a Person's Level of Effectiveness**

I often open my leadership conferences by explaining the Law of the Lid because it helps people understand the value of leadership. If you can get a handle on this law, you will see the incredible impact of leadership on every aspect of life. So here it is: leadership ability is the lid that determines a person's level of effectiveness. The lower an individual's ability to lead, the lower the lid on his potential. The higher the individual's ability to lead, the higher the lid on his potential. To give you an example, if your leadership rates an 8, then your effectiveness can never be greater than a 7. If your leadership is only a 4, then your effectiveness will be no higher than a 3. Your leadership ability – for better or for worse – always determines your effectiveness and the potential impact of your organization.

Let me tell you a story that illustrates the Law of the Lid. In 1937, two young brothers named Dick and Maurice opened a small drive-in restaurant in Pasadena, California, located just east of Glendale. Their tiny drive-in restaurant was a great success, and in 1940, they decided to move the operation to San Bernardino, a working-class boomtown fifty miles east of Los Angeles. Their business exploded. Annual sales reached \$200,000.

In 1948, their intuition told them that times were changing, and they made modifications to their restaurant business. They streamlined everything. They reduced their menu and focused on selling hamburgers. They created what they called the Speedy Service System, in which their kitchen became like an assembly line, where each employee focused on service with speed. The brothers' goal was to fill each customer's order in thirty seconds or less. And they succeeded. By the mid-1950s, annual revenue hit \$350,000, and by then, Dick and Maurice split net profits of about \$100,000 each year.

Who were these brothers? Back in those days, you could have found out by driving to their small restaurant on the corner of Fourteenth and E Streets in San Bernardino, to see a neon sign that said simply MCDONALD'S HAMBURGERS. Dick and Maurice McDonald had hit the great American jackpot, but they never went any farther because their weak leadership put a lid on their ability to succeed.

The McDonald brothers' genius was in customer service and kitchen organization. That talent led to the creation of a new system of food and beverage service. But in 1952, when they tried marketing the McDonald's concept, their effort was a dismal failure. The reason was simple. They lacked the leadership necessary to make a larger enterprise effective. Dick and Maurice were good single-restaurant owners. They understood how to run a business, make their systems efficient, cut costs, and increase profits. They were efficient managers. But they were not leaders. Their thinking patterns clamped a lid down on what they could do and become. At the height of their success, Dick and Maurice found themselves smack-dab against the Law of the Lid.

In 1954, the brothers hooked up with a man named Ray Kroc. As soon as he visited the store, he had a vision for its potential. In his mind he could see the restaurant going nationwide in hundreds of markets. He soon struck a deal with Dick and Maurice, and in 1955, he formed McDonald's Systems, Inc. (later called the McDonald's Corporation).

And the leadership lid in Ray Kroc's life was sky high. Between 1955 and 1959, Kroc succeeded in opening 100 restaurants. Four years after that, there were 500 McDonald's. In 1961 for the sum of \$2.7 million, Kroc bought the exclusive rights to McDonald's from the brothers, and he proceeded to turn it into an American institution and global entity.

I believe that success is within the reach of just about everyone. But I also believe that personal success without leadership ability brings only limited effectiveness. Without leadership ability, a person's impact is only a fraction of what it could be with good leadership. Whatever you will accomplish is restricted by your ability to lead others.

Let me give you a picture of what I mean. Let's say that when it comes to success, you're an 8 (on a scale from 1 to 10). That's pretty good. I think it would be safe to say that the McDonald brothers were in that range. But let's also say that in leadership you're functioning as a 1. To increase your level of effectiveness, you have a couple of choices. You could work very hard to increase your dedication to success and excellence—to work toward becoming a 10 in that area. It's possible that, with a lot of effort, you could make it to that level.

But you have another option. You can work hard to increase your level of leadership. By raising your leadership ability—without necessarily increasing your success dedication at all—you can increase your original effectiveness a tremendous amount. That's because leadership has a multiplying effect. I've seen its impact again and again in all kinds of businesses and nonprofit organizations. And that's why I've taught leadership for more than thirty years.

*Adapted From The 21 Irrefutable Laws of Leadership*

Peace and Blessings to you all!

"True leadership must be for the benefit of the followers, not to enrich the leader."

-John C. Maxwell

## NFBPWC Young BPW

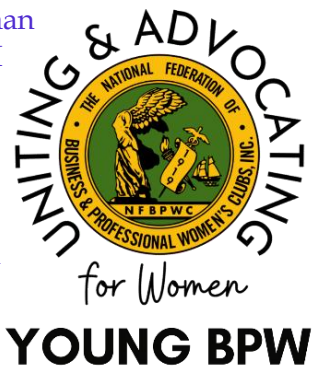
By: Emily VanVleck  
Young BPW Chair, NFBPWC 2022-2024

Our Kittitian sisters certainly know how to host a conference! The days of the North American and Caribbean Regional Conference were packed with engaging speakers, delicious food, and fun excursions. It was such a delight to see the natural beauty of St. Kitts and its vibrant culture. BPW St. Kitts is incredibly well-connected, and we had several speakers from the government come to address us – the Prime Minister himself honored us by speaking at the closing ceremony.

BPW members from over 15 countries gathered at the NAC Conference to celebrate and discuss what their various chapters are doing to move the needle for business and professional women. The conference provided great opportunities for networking and collaborations, it was inspiring to meet so many women from around the world working hard on issues like

gender-based violence, human trafficking, and equal pay. I have returned home feeling so reinvigorated to get to work to make a difference for women.

From a Young BPW perspective, I would have liked to see more engagement and involvement of YBPW members. I was excited to meet members from the newest BPW chapter in St. Kitts, Liamuiga, which is made up of all YBPW members, as well as our YBPW regional coordinator, Nathalie Baldwin. We discussed having some YBPW regional "happy hours" to chat with our YBPW sisters in the North America and Caribbean region – be on the look out for the invitation!





### 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](mailto: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

My article of BPW events will be in the International Liaison report, but here are a couple of things.

To all my bra wearing friends! When you discard one you no longer want, please remove the eye closures from the fasteners. They are used to mend turtle shells! They can be sent to Wildthunder Wars 2584 Henley Avenue Independence, Iowa 50644

It would be greatly appreciated.

I would like to encourage all of you to become involved in BPW whether it be on the local, district, state or national level or preferably all of them. It does not mean you have to be an officer or chair of a committee just serve on a committee. It will make your membership more valuable. Without your participation our organization cannot flourish.



To all our bra wearing friends! When you discard one you no longer want please remove the eye closures from the fasteners for us! We use them to mend our turtle shells! They can be sent to Wildthunder wars 2584 Henley Ave. Independence IA 50644 Thank you!!



## THAT'S NOT MY JOB!

This is a story about four people named: **Everybody**, **Somebody**, **Anybody** and **Nobody**. There was an important job to be done and **Everybody** was sure that **Somebody** would do it. **Anybody** could have done it, but **Nobody** did it. **Somebody** got angry about that, because it was **Everybody's** job. **Everybody** thought **Anybody** could do it, but **Nobody** realised that **Everybody** wouldn't do it. It ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.

## Environment & Sustainable Development Committee

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

### Simple Acts to Reduce Food Waste

A dismal fact: While 1 in 8 Americans- including over 10 million children- suffer from food insecurity every day, we throw away nearly **80 billion pounds of food** every year; about \$2500 for a family of four of food is tossed into the garbage yearly. ([www.foodprint.org](http://www.foodprint.org)). Most of this food waste ends up in landfills contributing to **11% of greenhouse gas emissions**, methane, carbon dioxide, chlorofluorocarbons & nitrogen pollutions. This waste adds to the energy & resources it takes to produce this food- water, land, soil, labor, processing, & transportation. We consumers are the #1 source of wasted food ([www.nrdc.org](http://www.nrdc.org)). What Simple Acts can we make?

Americans waste an average of approximately one pound of food, per person, each day.





- More than 80% of perfectly good food is discarded because we **misunderstand food labels** such as “sell by”, “use by”, “best by” and “expires by”. According to FDA, these food packaging labels are “related to optimal quality-not safety” and are generally applied at the manufacturers’ discretion.
- Keep food fresh by **properly storing**. [www.savethefood.com](http://www.savethefood.com) has an interactive encyclopedia on food storage. Don’t wash vegetables or fruit before storing. Cut off tops of root vegetables to extend their shelf life & use greens for making broth. Store foods that emit ethylene gas- apples, bananas, citrus & tomatoes- separately to prevent the gas from spoiling other foods faster.
- The simplest preservation method is **freezing** which works with most foods. Store leftovers in airtight containers & label them to avoid “the guessing game”. What you can freeze: bananas with peel removed, grated hard cheese, pre-sliced bread, yogurt, low fat milk, Grapes, ginger, chilis, herbs to name a few.
- Save bones & vegetable scraps in a bag in the freezer to make **homemade broth** to be used for soups, sauces, & gravy.

The good news is that several states are actively curbing food waste by passing laws that restrict the amount of food waste going into landfills (CA, CN, MS, NY, RI & VT). Vermont’s “Universal Recycling Law” bans food scrap waste entirely which has increased by 40% food donations to Vermont Foodbanks. CA, CO, & MS fund private sector composting & food collection programs. MA & RI introduced legislation to reduce the amount of food waste in schools. Thank your legislators if you live in one of these states.

USDA & EPA set a goal to reduce food waste by half by 2030. ([www.rts.com](http://www.rts.com))

## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Simple Action in Just 5 Minutes a Day

I have shared about the Climate Action Now app in the past but am sharing again as I feel the importance of this simple to use app that you can take huge actions while only having to spend 5 minutes a day.

CAN has proven to be very successful and has taken nearly one million actions since it originated 20 months ago. It is such a simple way to make a huge difference! On days when I’m too busy to do all the other things I try to do to fight climate change, I can feel like I did something! Most days I take the actions on the app in the morning before I get out of bed. Just 5 minutes!

They provide the text and all contact info so all you need to do is click send. There are usually five actions and it just takes five minutes! Some examples are writing to President Biden and Vice President Harris, other representatives, Environmental Protection Agency, companies that are doing harm to the planet and so much more.

Here is an email from a Cornell student about using the app:

“I am writing to you because I wanted to share that I have been utilizing the ClimateActionNow app. I wrote to President Joe Biden and Vice President about the climate crisis. I received an email from the White House Correspondence about two weeks ago, but yesterday I received letters from Biden and Harris. I wanted to thank you for sharing this program to use my voice. I never knew it was an option to reach out to my representatives before this course and I am extremely grateful. Have an amazing day and break!”

Please take 2 minutes of your time by watching this 2-minute video [HERE!](#) #



## YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie's monthly music and "Green News," write to [WindchimeL@aoL.com](mailto:WindchimeL@aoL.com)

Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

## Health Committee Report

By: Keri Hess Laursen, NFBPWC Health Committee Chair, Downtown Sacramento Member

### Upcoming Events Supported by Health Committee:

Heart of a Woman

Houston Methodist, Houston, TX or Virtual!

February 11, 2023

Heart disease is the number one killer of women in the U.S. This program will feature sessions related to preventative measures and early recognition and management that is specific to women. To register visit: <https://learn.houstonmethodist.org/transplant-medicine/content/heart-woman-2023>

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*Health Committee Meets next on March 13, 2023 at 5:00 pm to 6:00 pm Pacific Time, and we invite all of you to join us in discussions on health and wellness-related issues.*

*Please email: [Health@NFBPWC.org](mailto:Health@NFBPWC.org) for meeting information.*

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## Rapid Response Committee Report

By: Susan E. Oser, NFBPWC Rapid Response Committee Chair

### How would you define Rapid Response?

The term "rapid response" is an adjective that can mean relating to a person or group to react quickly to important information that allows someone to react in a timely manner.

Mostly when we ask about this term, it becomes a tool used in hospitals to diffuse a potential health crisis quickly. In fact, just merely Googling the term, that's all one will see unless you refine the term and the search a little bit.

How about in companies?

From a business perspective, a rapid response is a kind of program that can help them intervene and assist those companies who might just be facing incoming layoffs or even a big plant closure. In this situation, financial needs and emergencies become the focus of the "response."

What the Rapid Response Committee does, you can say that it is a committee that reacts and response to major news and issues that help define the legislative platform. Usually, the information gathered comes from major

news outlets and those members who are personally affected. It also helps get the word out there to the media and hopefully for a connection with the public that would add another voice to the conversation. It also helps give another face to the talking point at hand.

Does this seem confusing to you?

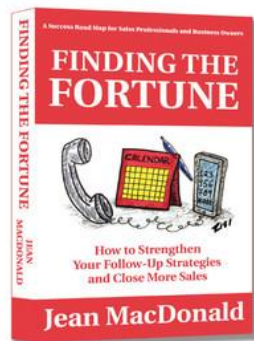
Do you have a better definition or idea of what a rapid response is and what it should be to our Rapid Response Committee?

If you do, we'd like to hear about it. Send your ideas, comments, or even interest in the comment to [rapidresponse@nfbpwc.org](mailto:rapidresponse@nfbpwc.org).

The more ideas you have on what rapid response is for BPW the better it can be communicated to those who might be interested in becoming part of the team or even as a chair.

## Small Business Committee Report

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



“What’s Your Secret Sauce?” was the topic for our January meeting.

Meeting attendees were treated to the insights and wisdom of Jean MacDonald. In addition to being a Coach, a Corporate Trainer and a Speaker, she is also an accomplished author, most recently – “Finding the Fortune, How to Strengthen Your Follow-Up Strategies and Close More Sales” January’s meeting included insight into the attendee’s specific areas of interest and business. For more information about the presentation, contact Jean at [www.jeanconnects.com](http://www.jeanconnects.com)

Register for the February meeting on the Events page (February 8 at 7pm ET | 6pm CT | 5pm MT | 4pm PT)  
<https://www.nfbpwc.org/event-4962110>

## “Your Business Season”

**Presented by Guest Speaker  
 Brook Burns**

Did you know that businesses have seasons?

Do you compare your business to the success of others?

Perhaps you are simply in a different season!

Learn how to identify your business season in this interactive, think and work session!

Learn more about Brooke at <https://www.brooke-burns.com/>

SPRING? SUMMER? FALL? WINTER?  
**What SEASON is your business in NOW?**



## **Your Business Season**

**How to identify and maximize your business cycle!**  
An interactive, Virtual Think & Work Session  
**Wednesday, February 8- 7 pm**

*Brooke Burns*  
BEYOND COACHING



Register for our February meeting at [www.NFBPWC.org](https://www.NFBPWC.org)

Be sure to check out the NFBPWC Entrepreneur & Small Business (ESB) Committee page on the website, and the Blog Page for NFBPWC, as well as the NFBPWC Facebook page(s), and the NFBPWC Marketplace page.

ESB Page - <https://nfbpwc.org/entrepreneur-business-program>

Blog Post - <https://nfbpwc.org/NFBPWC-Blog>

NFBPWC FB - <https://www.facebook.com/NatlFedBPWC>

NFBPWC Marketplace - <https://www.facebook.com/groups/nfbpwcmarketplace/>

## Women on the Move Committee Report

Nermin K Ahmad and Sher Singh, NFBPWC Women on the Move Committee Co-Chairs

Members: Emily VanVleck, Veronica Sexton, Cathleen Jeanty

By: Nermin K. Ahmad

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 move or relocate – for whatever reason. If you are interested in helping shape this effort, please visit the Committee page on [Nfbpwc.org](http://Nfbpwc.org) for more information, and/or email [womenonthemove@nfbpwc.org](mailto:womenonthemove@nfbpwc.org).

We are holding a meeting at 1 pm Eastern on Feb 1. If you would like to join, please let me know at the above email address.

Women may need to move for a range of reasons, based on necessity, fear, for health reasons, for work, to follow spouses, or by choice. It seems less is in place to help them rapidly become established – and we are in 107 countries, well positioned to point them to useful, accessible resources that facilitate their transition and help them become established, productive, and avoid depression.

Two projects fall under our Committee – the Afghan Women Project, which just held an informative and practical Khahari Club meeting on how to prepare for the USCIS interview that many of the women are now being invited to. The advice shared was valuable, and very interesting to hear, as once again, most of the women were not informed of the special information they needed to add to their applications to avoid these sitting in inboxes for extended periods.

### Afghan Women Project:

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](mailto:Afghanwomen@nfbpwc.org), visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>.

### Let Us learn! Project

An initiative from Afghan women for the Rights of Afghan women in Afghanistan

At the end of 2022, the Taliban closed the door of education, especially the university, school, even private classes for women. The believe that women do not need to go outside and study but they should stay home and be housewives as their Main Duty. From their perspective education is not a women's right, although it is prized according to the Holy Q'uran. Because of real risks to the women, only first names are used.

### Highlights:

Zohal, the leader of Let Us Learn presented on the main purpose of the effort, giving us all the details on how we can join the website, and asked everyone to share their thoughts on what we can do for women in this critical situation. She also mentioned making a group to distribute duties among Afghan women on the team.

Afsha: one of the team members advised how to help Afghan women by promoting scholarships which are provided by several universities and several countries; promoting online classes. For example, one of the universities in the United State has announced 1000 scholarships for Afghan women in Afghanistan and these are fully online classes which is the best option for Afghan women who are banned to go to school in this situation by the Taliban. To get this scholarship we need help from our advisory team to arrange a meeting with the advisory of the University to allow us to introduce students from Afghanistan because women in





Afghanistan are not familiar with the application form or anything to get the scholarship so we have to help them through this process.

Afsha will help the team in reporting and joining all the meetings and other activities in Virginia and the west Virginia area as well as all other countries as needed. Atifa advised us to talk with different universities to find scholarships for our Afghan women so that we could help them to come here and continue their studies wherever their scholarships are accepted but for that, but they need to get the scholarship by the help of our advisory team to negotiate with the universities. Sidiqa will help the team to join all the meetings in her area.

## Military Affiliated Women Committee Report



By: Alice Gallop West, NFBPWC Military Affiliated Women Committee Chair

Greetings and Salutations – and of course – Happy New Year! I am Alice Gallop West, and I am the newly elected Chair of the Military Affiliated Women's Committee here at the NFBPWC. I am excited about my new appointment! Excited about engaging with members of our military community.... and honored to serve in this position for the next 2 years.

We have a space for you, here in NFBPWC! If you are affiliated with the military in any way, having served in one of the 6 branches, or are related by marriage, blood or just friendship! This is the space for you... Join me every **even month** – last Thursday – from 8-9 pm, EST – Our first gathering will be in the zoom room, February 22<sup>nd</sup>, 2023 - so look for the information and– sign up and we will see you there!

We will have a few door prizes – so stop on in and say, Hello! See you soon!

Always,

Alice Gallop West

## Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

## Engage with NFBPWC on Social Media



Organization Page:

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



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

## February Highlights in US Women's History

### February is Black History Month

Black History Month recognizes and honors important people and events in the history of African-American history. In 1926 noted historian, Carter G. Woodson, originated the idea of "Negro History Week". Woodson chose the second week of February because it marked the birthdays of two Americans who greatly influenced the lives and social condition of African Americans – former President Abraham Lincoln and abolitionist Frederick Douglass.

The tradition of what became Black History Month greatly influenced the expansion of academic scholarship and the corresponding recognition of the rich history of African Americans

- Take the [Black Women's History Challenge](#)
- Celebrate [Black History Month](#)

### February Highlights in US Women's History

- **February 1, 1978** – First postage stamp to honor a black woman, Harriet Tubman, is issued in Washington, DC
- **February 4, 1987** – First "National Women in Sports Day" is celebrated by Presidential Proclamation
- **February 11, 1989** – Rev. Barbara Harris became the first woman bishop in the American Episcopal Church and in the Anglican Communion worldwide.
- **February 12, 1869** – The Utah Territorial Legislature passes a bill allowing women to vote
- **February 15, 1921** – The Suffrage Monument, depicting Susan B. Anthony, Elizabeth Cady Stanton, and Lucretia Mott, sculpted by Adelaide Johnson, is dedicated at the U.S. Capitol
- **February 15, 1953** – Tenley Albright became the first American woman to win the World Figure Skating championship
- **February 17, 1870** – Esther Hobart Morris in Wyoming became the first American woman Justice of the Peace
- **February 24, 1912** – Henrietta Szold founds Hadassah, the largest Jewish organization in American history, focusing on healthcare and education in the Israel and the U.S.
- **February 24, 1967** – Jocelyn Bell Burnell makes the first discovery of a pulsar, a rapidly rotating neutron star
- **February 27, 1922** – U.S. Supreme Court upholds the 19th Amendment to the Constitution, which guarantees women the right to vote

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

## United Nations Report



By: Susan O'Malley, IFBPMC UN Representative  
 NGO CSW/NY, Chair ex officio  
 Professor Emerita, City University of New York  
[UNChair@nfbpwc.org](mailto:UNChair@nfbpwc.org) [susanomalley4@gmail.com](mailto:susanomalley4@gmail.com)



**Information about the 67th Commission on the Status of Women, the NGO CSW67 Forum, and IFBPMC's participation. March 5-17**

1. Consult **UN Women's Website**: Click on "How We Work", "Commission on the Status of Women", and CSW 67.

A. **Priority Theme**: Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls. [The Outcome Document will be negotiated on this theme.]

B. **Review Theme**: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls. [Priority theme 5 years ago. Implementation will be evaluated.]

C. **Proposed Organization of Work for CSW 67** can be found on website.

D. **Side Events** organized by Member States are listed on the website with invitations to NGO members to attend. This year they will be in the UN. In the past NGO members without a pass have been given special passes to attend.

E. ECOSOC-accredited NGOs are allowed a number of passes to the UN for CSW. IFBPMC President Catherine Bosshart will decide on these. Registration deadline is 1/27.

2. **NGO CSW67 Forum: Consult the website for information and REGISTER. It is free.**

A. NGO CSW67 Forum will have almost 800 parallel events and other meetings listed on the website. 200 parallel events will be in person; the others will be on ZOOM. Other meetings are

Conversation Circles, caucus meetings from led by the 5 UN regions, trainings for newcomers, Vienna Cafe meetings with Member States, briefings with UN Women and CSW Bureau. **The new platform called WHOA is much easier to use than last year's platform. You can meet people with similar interests on the platform.** [There is no Artisan Fair this year because of the expense of mailing items. Last year there were few applicants for virtual tables because of this.]

B. On the website there are webinars for parallel event organizers, attendees, and basic information on NGO CSW/NY Forum. **There are FAQs on General Information, for Parallel Event Organizers, Exhibitors, and Handbook Ad Sponsors. They are very useful.**

C. You can download an app with the CSW 67 program on your phone.

D. Bookmark <http://ngocsw67forum.events.whoa.com/> for easy access.

3. **IFBPMC: CONSULT the IFBPMC website**

A. **The Leaders Summit, March 3-4 at The Harmonie Club, 4 E. 60th St.** There are 90 places; the cost is 260 Euros. You may pre-register on the IFBPMC website. A link to pay will be sent to you before 15 February if you are accepted.

B. **Clare Fulcher Dinner, March 5, at 45 Tudor City Place, Tudor City Steak House near the UN.** Pre-register on line. A link to pay will be sent to you before 15 February if you are accepted. [I have registered for both.]

4. **NGO CSWs' Recommendations for the Agreed Conclusions.** Please use to advocate with Member

States in negotiations on the Outcome Document. Located on NGO CSW/NY website.

#### 5. Parallel Events Sponsored or Co-Sponsored by IFBPW. Let's add to this list.

A. Digital harassment and violence against women parliamentarians and effective responses. Co-Sponsored by the Canadian Association of Feminist Parliamentarians and IFBPW. March 7, 10 -11:30AM. Senator Marilou McPhedran and Susan O'Malley, IFBPW. On Zoom.

B. Rural Widowhood: Culture, Conflicts, COVID, Climate Crisis. Co-Sponsored by Widows for Peace through Democracy, IFBPW, and NGO CSW/NY. March 14, 10:30-12:00. Alice Fookes, WPD, and Susan O'Malley, IFBPW

Email me if you have any questions: [susanomalley4@gmail.com](mailto:susanomalley4@gmail.com)

## International Relations Chair Report



By: Sandra Thompson, NFBPWC's International Chair, [international@nfbpwc.org](mailto:international@nfbpwc.org)

If you were not in St. Kitts for the North America and Caribbean Regional Conference, you missed a great time. It was a wonderful combination of business, learning and fun. A huge thanks to Regional Coordinator, Dawne Williams and Christine Walwyn for putting on a great conference.

The conference began on Wednesday evening with a reception at the Government House where we met the Vice Prime Minister.



The next day our meetings began with the flag procession of all the countries that were in attendance.

Our morning speakers were the Honorable Isalean Phillip, Minister of Social Affairs, Gender Affairs, Youth Empowerment, Aging and Disabilities. The International Executive each spoke about their duties. This was followed by presentations from Past International and National President, Liz Benham on the Value of Membership, and Past International President Yasmin Darwich on Project 5-O.

In the afternoon we were treated to a tour to the Brimstone Hill Fortress National Park where we had a wonderful view of St. Kitts. This was followed by a train ride on the St. Kitts railroad, which was previously used to move sugar cane.

We were entertained by the Masked Dancers. And in the evening, we were treated to a Tourism Extravaganza with great food and more entertainment.





On Friday morning our keynote speaker was Dr. Valda Henry, Deputy Governor of Eastern Caribbean Central Bank. This was followed by presentations on BPW-The Way Forward by PIP, Liz Benham, Keys to Achievement by Susan Jones, Past International Vice President Membership, Growing through Increased Membership – Recruitment and Retention by Dawne Williams and Bessie Hironomus and the Value of Membership by Francesca Burack.

In the afternoon we took a Party Boat to Nevis the sister island of St. Kitts. We had a great bar-b-que lunch and some time to relax on the beach and swim.

On Saturday our keynote speaker was Honorable Elizabeth Thompson, UN Assistant Secretary General from Barbados. We then heard the stories of three successful women Dr. Valda Henry, Senator Dr. Joyelle Clarke and Ms. Hazel Brandy-Williams.

This was followed by reports from the Regional Presidents.

The United States members.



The conference ended with a Gala celebration where each of the countries presented their cultural presentation and we heard from the Prime Minister, Terrence Drew. He enjoyed our celebration and stayed and danced the night away.







Nevis is in the distance with the Atlantic Ocean on the left and the Caribbean Sea on the right.

## BPW International News – President Dr. Catherine Bosshart



*(Source: January 14, 2023 BPW International Email Newsletter)*

Dr. Catherine Bosshart  
BPW International President 2021-2024

Dear Presidents of BPW

Dear Members

For the new year that has just begun, BPW International wishes you prosperity, health and happiness. May all your wishes come true and all your actions through cooperation be successful. At the beginning of the year, we are celebrating the

Candle Lighting Ceremony to show our worldwide connection and sisterhood.

I would like to remind you not to forget our sisters who live in war zones, crisis areas, terrorism and especially those whose human rights are constantly violated through denial of their rights of education, free movement and economic independence, and to remember all those who lost their lives in the fight for women's rights, those who were tortured, violated or put into prison. Please light a special candle for them. They especially need our help.

With all my best wishes and the knowledge that we can achieve a lot for the advancement and empowerment of Women in this New Year.

Dr. Catherine Bosshart

BPW International President 2021-2024

## BPW Candle Lighting Ceremony

More than 90 years ago, in 1930, BPW International was founded by Dr. Lena Madesin Phillips from the United States of America and a few years later she conceived the idea of the Candle Lighting Ceremony. As we perform this ceremony, we will evoke historical memories, the many accomplishments and celebrate today's achievements. The candles symbolize the ambitions and endeavors of dedicated women in every country around the world.



The International President's 2023 message for the Candle Lighting Ceremony is available as a video on [YouTube](#), with subtitles in English, German, French, Italian and Spanish.

- Do you need the video as mp4 file for your Candle Lighting Ceremony? No problem, order it at [BPW International Communication](#); designate the video exactly: without subtitles or with subtitles and in which of the languages listed above. It would be nice if you also let us know in which club the video will be shown.
- Would you prefer to print the message and give it to your members? On the [website](#) you can download the pdf in all the languages listed above.
- On the [website](#) you will also find the current Candle Lighting Ceremony protocol, again in all the languages listed above.

We wish you and all your club members a reflective Candle Lighting Ceremony, where you visit BPW around the world in your thoughts and feel connected with them in the glow of the candlelight. 🕯️

# 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

Hello from Sunny California

Back from the Regional Conference in St. Kitts, Manjul Batra, Sujata Batra, Sher Singh, Sandy Thompson, myself and husband Dave, are happy for attending a great series of events. We joined USA members, and although not a large number, we were quite busy and represented our members well. We have hundreds of pictures from every occasion which we will share soon. Having been Regional Coordinator twice before, it was great seeing old friends, as well as meeting new ones from all over the Region. We had members from all over the world joining us. I am happy to announce that the next Regional Coordinator is Past Canada Federation President Karin Gorgerat, and the next Regional Conference will be held in Toronto, Canada.

In the meantime, here at home, our members have kept busy. In Northern California, the Bay Capital District has merged with the Northern District, bylaws approved and ready to go. The official name of the new District will come a bit afterwards when it becomes official.

We will be having our Winter Board meeting in February, together with the Public Policy Conference. It will be a hybrid event and all are invited to join us. The link will follow soon.

We are twinning with the Jamaica Affiliate, and looking forward to having joint meetings as well as sharing our experiences and ideas.

I am happy to report that none of our members in Southern California have been affected by the recent Monterey Park shooting.

Following are the news from Southern California thanks to Linda Wilson:

**Valley Sunset District's** Winter Conference will be at Palm Garden Hotel, 495 N. Ventu Park Road, Thousand Oaks on Saturday, February 4th starting at 9:00 A.M. with registration and with the conference starting at 9:30 A.M. and ending at 3:00 P.M. The morning speaker will be Andrea Gallagher, President of Senior Concerns. She will be speaking on "Rethinking the Future." Senior Concerns was selected as the 2021 Nonprofit of the Year by the Greater Conejo Valley Chamber of Commerce and the 2021 Business of the Year by the Ventura County Area Agency on Aging. The State Representative will be Sally McMahon, member of the CFBPW Bill Screening Committee. This meeting will focus on the issues our Federation supports with an emphasis placed on Public Policy. This gathering will serve as a prelude to the California Federation's Public Policy conference to be held February 24th and 25th in Sacramento and via Zoom. There we will be an update on the North America/Caribbean Regional Conference held in St. Kitts January 12-15, 2023.



Andrea Gallagher, President of Senior Concerns

**Burbank BPW's** February 11th program at 6:00 P.M. via Zoom will feature Burbank member and NFBPWC Justice, Equity, Diversity and Inclusion Committee member Alia Ismael speaking on "Woman and Resilience: a Conflict Resolution, Financial Insecurity and Life Necessity."



Alia Ismael

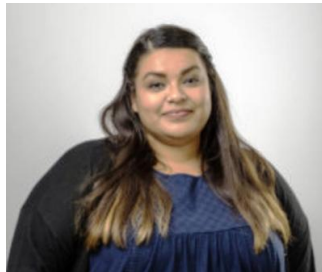
**Conejo Valley and Hollywood BPW Clubs** are not meeting in February as they are participating in the Valley Sunset Winter Conference.

**Sierra Mar District's** Winter Conference was January 28th at St. Paul's Lutheran Church in Monterey Park. The theme of the conference was legislation. The State Representative was Marjory Hopper, CFBPW Program/Projects Chair. The first speaker was State Senator Susan Rubio, who was a public school teacher for 17 years. She is the first Latina Chair of the State Senate Insurance Committee, Chair of the Senate Select Committee on Domestic Violence, and Senate Assistant Majority Whip. In the afternoon Immediate Past NFBPWC President Sandy Thompson presented the L3 module "BPW 100 Years in One Hour." There were 22 registered for the District Conference.



California State Senator Susan Rubio

**East Los Angeles-Montebello BPW** met January 24th at Marie Callender's Restaurant in Monterey Park to honor their 2023 Young Careerist Monique Rodriguez. She talked about her work at the Boys and Girls Club of West San Gabriel Valley and the Eastside. The Tuesday, February 28th meeting at 4:30 P.M. networking and 5:00 meeting dinner and program will also be at Marie Callender's.



Monique Rodriguez, East Los Angeles-Montebello BPW 2023 Young Careerist

**East Valley BPW** is not meeting in February.

**El Monte BPW** will meet February 6th at 11:00 A.M. at Norm's Restaurant in El Monte.

**Sierra Mar District President and San Gabriel Valley BPW's** immediate Past President Lynn Wen's son was married January 21st in Hawaii. Lynn and her husband attended the wedding.

**San Gabriel Valley BPW** has not scheduled any meetings yet for February.

Happy Valentines to all of you

**CALL: To Winter Board of Directors Meeting & 63<sup>rd</sup> Public Policy Conference**

**TO: CFBPW Board of Directors  
Past State Presidents  
Club Presidents  
Members**

**WHEN: Friday & Saturday, February 24-25, 2023**

**LOCATION: Hilton Sacramento Arden West  
2200 Harvard Street, Sacramento, CA 95815**

**DEADLINES: Hotel reservations must be made by Thursday, February 2, 2023 (Ground Hog Day)**

**Registration must be received by Tuesday, February 14, 2023 (Valentine's Day)**

**RATES: Single Occupancy w/1 Breakfast @ \$159+taxes  
Double Occupancy w/2 Breakfasts \$169+taxes  
(13.5% Occupancy Tax and 2.5% City tourism tax)**

**PLEASE NOTE: THERE ARE SEPARATE REGISTRATION SECTIONS FOR BOTH WINTER BOARD AND PPC.**

### **ABOUT THE HOTEL**

The hotel is located off the Capital City Freeway, in the center of the Point West Business District. They offer free local shuttle service including Arden Fair Mall. They do not provide airport shuttle service. Amenities include free in-room WiFi, EV charging, on-site restaurant, outdoor pool, fitness center, room service and business center. Stayover housekeeping service is available upon request during your stay. Simply contact the front desk at any time to request extra towels and amenities or to schedule a room cleaning.  
[Hilton Arden West Sacramento, California Hotel](#)



**ROOM RESERVATIONS**

Reservations may be made through the CFBPW online reservation link, <https://bit.ly/3VdzWS2> or by calling 916.922-4700 and using the Group Name: CFBPW. Check-in time is 3:00 PM and checkout is 12:00 NOON. No Shows will be billed.

**NEAREST AIRPORT & TRANSPORT**

Sacramento International Airport – SMF. The hotel does not provide shuttle service. Taxi or Uber/Lyft charges are approximately \$45-\$50.

**PARKING is \$6.00/day****DRIVING DIRECTIONS**

**From SMF/North:** Take I-80 east to Capitol City Business 80. Exit Arden Way. Stay to the left when it forks. The sign says Arden West. That will loop around onto Arden and then take the next right onto Harvard (after the first Stop Light).

**From the South:** Going west bound on Capitol City Business 80, take Arden exit and take a right onto Arden Way and the very next right onto Harvard Street.

BPW/CA wishes to demonstrate an environmental ethic in its meetings and is encouraging all attendees to participate at their level of comfort. CFBPW is working closely with the Hilton Sacramento Arden West to coordinate Green practices. When possible, communication will be done electronically with minimal paper use.

**California Federation of Business and Professional Women  
Winter Board of Directors Meeting  
February 24, 2023  
Tentative Agenda**

**Friday, February 24, 2023**

8:30a	Registration
9:00a	Board of Directors Meeting Call to Order
	Welcome and Introductions
	Reports
	New Business
11:30a	Recess
Noon	Luncheon with program
1:30p	Unfinished Business
	Announcements
2:00p	Board of Directors Meeting Adjournment
2:15p	Public Policy Conference Call to Order
	Programming and Bill Screening
4:00p	Recess
	Dinner on your own

**Saturday, February 25, 2023**

8:30a	Registration
9:00a	Public Policy Conference Reconvenes
11:30a	Recess
12:00	Lunch – Legislator of the Year Presentation
1:45p	Public Policy Reconvenes
3:00p	Public Policy Conference Adjourns

## NFBPWC Colorado Federation

### Executive Committee 2022-2023:

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



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

By: Evie Hudak, BPW Colorado - President

We are very excited about our plans for our annual Midyear Convention and Legislative Conference on **Feb. 11!** Here are some details:

- The Legislative Conference will be held in the morning, from **9 a.m. to noon**. It will feature presentations from the Women's Lobby of Colorado – talking about what women's legislation we can expect during the 2023 session of the Colorado General Assembly – and from Cobalt (formerly National Abortion Rights Action League) – talking about how our state is fairing since the Supreme Court's Dobbs decision to revoke Roe vs. Wade.
- The Business Meeting will kick off the afternoon **12:30-1:30 p.m.** One item of business will be to approve our Advocacy Platform for 2023.
- Then, **1:45-3:45 p.m.**, we will have two workshops – Using Social Media and Growing Your Membership.

The cost for the Convention is a very reasonable \$15.00. Registration is on our [website](#). All interested people are welcome to attend. The Zoom link will be sent before the event to everyone who registers.

## 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 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: <https://www.nfbpwc.org/Michigan>

## NFBPWC New York City

### Executive Committee:

Nermin K. Ahmad	President
Vanessa Awa	1 <sup>st</sup> VP Membership
Veronica Sexton	2 <sup>nd</sup> VP Advocacy
Emily VanVleck	3 <sup>rd</sup> VP Programs
Voyka Soto	Secretary
Anne Sebestyen	Treasurer
Francesca Burack	Immediate Past President
Djenabou Bah & Emily VanVleck	Young BPW Board Member



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

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

It is with great pleasure that we announce the composition of our new Executive Committee in NYC. Many of the same faces remain in new positions. We owe tremendous thanks to departing VP for Membership Gopal-Agge, and VP for Advocacy Cakiroglu. Ms. Gopal-Agge was not able to be very engaged with her new job responsibilities. Ms. Cakiroglu served the club for her entire term, despite increasing pressures on her time.

We are also excited to engage with new members in key positions. Our EC is an excellent blend of business and professional women, of different backgrounds and ages, who represent different aspects of life in NYC. The AGM was well attended, with a high of 18 members, and a lively discussion was held on the By-Laws. Our focus is on increased collaboration, project driven activities and a focus on NYC and the needs of Women on the Move in NYC to create replicable projects elsewhere.

Four of our NYC sisters went to St. Kitts and Nevis for the Regional Meeting of BPW America and the Caribbean, where we assisted in lively discussions, interesting meetings, and were fully spoiled by our Kititian and Nevisian sisters, as well as by the most senior members of the National Government. Intense discussions, opportunities to share our thinking, and many well-planned outings to visit the country had been carefully curated by our amazing regional coordinator, Dawne Williams, and the three local clubs (fastest growing in our regional universe). The need to meet in person after such a long period of COVID was evident, as everywhere you looked connections were being made and new friendships forged. This was, for each one of us, a truly memorable time.

The Vice-President for Programs, Djenabou Bah, December 10th panel discussion on the International Day for the Elimination of Violence against Women 2022 has led to new connections with the Mayor's office for Gender Based Violence, which we will be exploring to see what project we can develop to focus on in NYC. Our first Financial Freedom: Introduction to investment! (Learn about Investing) talk will be on Feb 9<sup>th</sup> at 7 pm, and we look forward to many of you joining us.

We will be hosting a virtual welcome event for CSW, and we look forward to being able to host hybrid events as well in NYC going forward. If you have any questions – [NYC@nfbpwc.org](mailto:NYC@nfbpwc.org).

## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President	<a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a>
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 on 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](mailto:nfbpwcnc@gmail.com)

January 19, 2023 was our annual meeting. Our Executive committee will continue as listed above. We thank our members for continuing in their positions.

We have decided to continue to support the Edgecombe GED students by providing snacks for them. If you want to help us support the students, please contact Varnell at [varnellk@hotmail.com](mailto:varnellk@hotmail.com)

We are looking for speakers for our meetings. If you have something to share with our NC members, please contact Marsha at [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com)

On February 16, 2023, our speaker is Elaine McGowan who will share her environmental advocacy with us.

### What are our NC members doing?

Here is a picture of Varnell, modeling the custom hat and scarf ensemble from her Secret Santa, Jo Naylor. These and other amazing handmade scarves and earrings can be found on Jo's Etsy store at <https://www.etsy.com/shop/Joniquas?coupon=BPW22>

Jo has a \$2 off coupon for every order over 10. The code is BPW22 December 15, 2022, through April 4, 2023.





Barbara Bozeman is revamping her business strategy and has been sharing some great pictures on Facebook. Like her business at <https://www.facebook.com/sightsnhounds>



Alice Gallop West proudly represented NC at the St. Kitts meeting. Here she is pictured (left) with Sher Sing of CA.

NFBWPC/NC member Lea-Ann W. Berst & NFBPWC/CA member Ashley Maria continue to use their impact film, *Pioneers in Skirts*, to push for gender parity in our culture. With groups feeling more comfortable to screen the film in-person, they are ramping up for a BIG 2023 of screenings and in-person events. Below is a list of a few upcoming events you might be interested in. Take a look and see if you can attend!

In the meantime, please consider supporting their impact efforts by visiting their GoFundMe Impact Fund: <https://www.gofundme.com/f/pioneers-in-skirts-impact-fund>. This impact fund is used to raise the money they need to create Screeners with multiple translations, audience engagement tools, educational materials, travel to key events, and more!

#### Notable upcoming events for *Pioneers in Skirts* ([www.PioneersinSkirts.com](http://www.PioneersinSkirts.com)):

- **Paris International Film Festival: Feb 14** screening with a post-screening event titled: *Bringing More Women Into The Heart of Decision-Making Spaces*. The French-based United Nations Youth Envoy “SDG’s Young Leader” representative will be part of the event.
- **Emmy Awards: Feb 25**. Ashley and Lea-Ann were nominated for a regional Emmy award for the film, *Pioneers in Skirts*. Though excited to just be nominated, on February 25 they will find out if they have won!
- **SXSW-EDU: International Women’s Day (March 8)** screening (in Austin Texas) with a post-screening event titled: *Using The Power Of Film To Encourage An Honest Dialogue About Ambition & Careers*. Ashley and Lea-Ann will go on stage with 2 educators who have already screened the film to their students. They will answer questions about the making of the movie as well as talk about how to use the power of this film to positively interact with and influence students.

- **University of Southern California: March 23** screening with a post-screening event titled: *The Current State of Female Directors in Hollywood*. Up-and-coming female directors will share their experiences as they work to achieve their career dreams, topic experts will share the latest 'Women in Film' studies.

Marsha has been traveling between NC and WV trying to figure out where she left her favorite LBD. More on that soon. Stay tuned.

Happy Valentine's Day and Happy Heart month!

## National Handwriting Day

By: Barbara Bozeman, NFBPWC Virtual Chapter President

Today (January 23<sup>rd</sup>) is called National Handwriting Day\* – in honor of John Hancock, born this day in 1737.

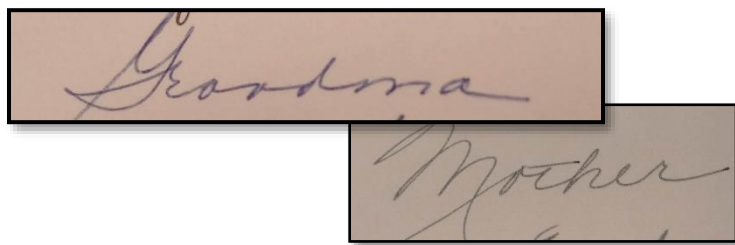
He is most recognized for being the first signer of the Declaration of Independence, and that his signature is the largest on the page. So recognized is this bold and brave move, that even to this day, a signature is often termed as a "John Hancock."

When I think of handwriting, I have my own family legacy that tailored my learning and gave me something to live up to. Three people come to mind. My grandmother, Martha Steele, her daughter (my mother), Theodora Steele Shaw, and my dad, Hugh Bristol.



Both my grandmother and my mom had great penmanship – ALWAYS. Little diminished were the pretty results of their handwriting, even as age began to make their hands less steady on the page. For those of us above a "certain age" we can recall these cards gracing our early elementary school classrooms. Some might even remember the swooping motion we were taught to use when starting our letters in cursive.

I can attest that both my grandmother and my mother still were seen starting their writing in with that same "swoop" all their lives.



I didn't mention my dad yet, did I? Mom and my grandmother influenced my cursive writing. Dad made me want to emulate his style of print. It was clean, clear, linear. Sounds kinda boring doesn't it? But it wasn't at all. Something just made it seem very poetic to me. And I wanted my handwriting to be just like his.

So, on this National Handwriting Day – quill's up to John Hancock, but my thoughts gratefully go to Martha and Theodora and Hugh.

Barbara Bozeman

Virtual Chapter President

\*National Handwriting Day was established in 1977, by WIMA (The Writing Instrument Manufacturers Association).

## Pennsylvania Affiliate Chapter

### Executive Committee 2023:

Catherine (Cathy) Collins	President
Laura Whetstone	Vice-President
Nancy Werner	Recording Secretary
Denice Robinson	Treasurer
Teresa Miller, Esq.	Parliamentarian
Lilly Gioia	Legislation/Advocacy
Nancy Werner	Immediate Past President and Membership

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

Article submission by: Cathy Collins, President

The Pennsylvania Affiliate Chapter held our first meeting of the New Year on

January 15, 2023. I am pleased to announce that we are 23 members strong which includes 7 new members in 2022.

Our goals this year include increasing membership and promoting our Affiliate Chapter through increased visibility. We approved placing an ad in the 2023 National Women's History Alliance publication. Additionally, we plan to sponsor a vendor table at the BPW/PA State Convention in June 2023. Pamphlets, book markers, Membership Applications, and other information will be available.

We continue to provide information on our Facebook page thanks to members Ginny Bailey and Emily Holgash, who continue to research and place information on this page.

Nancy Werner and Emily Holgash have completed the L3 (Lifelong Leadership and Learning) classes and are now facilitators. This program can now be offered if our members are interested.

Lilly Gioia, PA Affiliate Chapter Legislation/Advocacy Chair continues to provide the members with the latest legislation issues and Pennsylvania happenings affecting women. We are grateful for all her research and in depth analysis.

PA Affiliate Chapter member Amanda Owen, Executive Director, Justice Bell.org is researching the possibility of working together with her organization to provide a Zoom program in August around Women's Equality Day. More to come!

Members have been encouraged to continue to review the NFBPWC Website and newsletters. I informed members that the National Board Meeting on January 24, 2023 is open to all members. Those members interested in attending could sign up on the website. Additionally, I have shared the International BPW Newsletter with members and encouraged them to subscribe if they have not done so.

## Pennsylvania Advocacy Report

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

### 3 MAJOR BPW/PA-SUPPORTED BILLS FINALLY MAKE IT ACROSS THE FINISH LINE!

Both the Pregnant Workers Fairness Act and the PUMP for Nursing Mothers Act were included as amendments in the \$1.7 trillion federal omnibus appropriations bill signed by President Joe Biden. These important measures clarify rights for workers who weren't properly covered under existing laws. BPW/PA has long supported legislation that has languished for years in Congress. Senator Bob Casey (D/PA) and Senator Bill Cassidy



(R/LA) co-sponsored the law to strengthen pregnant workers' rights. Neither the existing Pregnancy Discrimination Act nor the Americans with Disabilities Act provided the accommodations that pregnant workers needed. The Pregnant Workers Fairness Act will go into effect in June 2023 requiring businesses with 15 or more employees to make reasonable accommodations for pregnant workers unless doing so puts an undue hardship on the employer. Jocelyn Frye, president of the National Partnership for Women & Families said passing the Pregnant Workers Fairness Act was a win for gender and racial equity. "For far too long, pregnant workers have gone without the critical protections many people need to maintain a healthy pregnancy: protections like the ability to take bathroom breaks during a shift, sit down while working a cash register, or pause to take a drink of water to stay hydrated." The legislation was endorsed by the U.S. Chamber of Commerce, Retail Industry Leaders Association, the Society for Human Resource Management and the National Retail Federation.

The PUMP Act for Nursing Mothers, co-sponsored by Senators Jeff Merkley (D/OR) and Lisa Murkowski (R/AK), was needed because the Affordable Care Act, which required workers be given break time to pump breast milk and the privacy to do so, did not cover employees considered exempt from overtime. That left out 9 million women workers of childbearing age, according to a 2019 report by the Center for WorkLife Law. In addition to filling coverage gaps, the new bill extends the time breastfeeding parents can benefit from accommodations from one year to two years. Now businesses with 50 or more employees must provide the time and space for pumping immediately, but the ability to bring a complaint against an employer and take legal action doesn't begin until April. Elizabeth Gedmark, vice president of A Better Balance said, "The PUMP for Nursing Mothers Act is so transformational because it expands the coverage of federal laws that provide break time and space that is not in the bathroom and has to be hygienic for breastfeeding workers."

The Modernization of Cosmetics Regulation Act's, (MOCRA) long-sought updates to federal cosmetics law and a long-time BPW/PA legislative priority, was signed by President Biden also as part of the omnibus appropriations bill. Co-sponsor Senator Diane Feinstein (D/CA) said MOCRA finally brings the federal government's "oversight tools" for cosmetics and personal care products "into the 21<sup>st</sup> century." Senator Feinstein and Senator Susan Collins (R/ME) first introduced cosmetics regulation reforms in 2015. A 1/17/23 National Law Review report noted that MOCRA creates new reporting requirements for "serious adverse effects" that occur following the use of a cosmetic product in the United States. Adverse health-related events associated with the use of a product that now must be reported include a life-threatening experience, inpatient hospitalization, an infection, significant disfigurement, persistent or significant disability, incapacity or death. The Food & Drug Administration (FDA) will now have stronger recall authority when there is a reasonable probability a product is adulterated or misbranded. According to a Yahoo Finance 12/20/22 report, this legislation is designed to advance sound science, safety, innovation and consumer confidence.

Senator Patty Murray (D/WA) for years had urged the FDA to continue investigating whether cosmetics marketed to teens and children are "contaminated by asbestos." On March 5, 2019 the FDA confirmed it found the presence of asbestos in several products from Claires and in a product from Justice—both retailers market mainly to children and teenagers. Cosmetics and personal care products now under more stringent regulation include perfumes, shampoos, conditioners, deodorants, body creams, other moisturizers and personal care products. Representatives of the U.S. cosmetics industry applauded Congress for including legislation that modernizes federal regulatory oversight. President and CEO of the Personal Care Products Council Lezlee Westine said, "This truly historic moment took over a decade, bringing together a diverse group of stakeholders to support a contemporary approach to cosmetics oversight and further strengthen consumer trust in the products they use every day."

#### REINING IN THE COSTS OF PRESCRIPTION DRUGS IN 2023:

The sprawling federal Inflation Reduction Act, among other provisions, called for capping insulin prices for Part D Medicare beneficiaries at \$35 a month with no deductible. Three-fourths of Medicare beneficiaries with Part D plans will benefit from the new requirement to lower drug prices. David Lipschutz, associate director of the Center for Medicare Advocacy said, "It is one of the biggest changes to the way Medicare deals with prescription drugs. It signals lawmakers' willingness to take on a very powerful lobby." Some provisions took effect January 1, 2023; others will phase in over several years, bolstering Medicare by reducing its spending. "Collectively these



represent substantial out-of-pocket savings especially for those who use expensive drugs,” Juliette Cubanski, deputy director of Kaiser Family Foundation’s Medicare Policy Program, said. More than a million insulin users will be helped. Additionally, adult vaccines covered by Part D typically offered at pharmacies, will now be free without deductibles or co-pays, just as flu and pneumonia vaccines (covered by Part B) have been. This will improve access to the shingles vaccine, the most expensive adult vaccine. Also free: hepatitis A and hepatitis B vaccines along with Tdap which protects against tetanus, diphtheria and pertussis (whooping cough). Probably the most significant policy change is that the new law requires Medicare to begin bargaining with drug manufacturers. “The first time a federal government is not just allowed, but required, to negotiate prices on behalf of Medicare beneficiaries,” Dr. Cubanski told the New York Times.

The pharmaceutical industry is likely to try to undermine this law, according to David Lipschutz. “It will be looking for loopholes and escape hatches,” he said. Republicans in Congress, nearly all of whom voted against the Inflation Reduction Act, have already introduced legislation to repeal the measures intended to lower drug prices. Supporters are braced for court challenges too, but for now the law is in effect. “It can give people peace of mind,” Dr. Cubanski said. “They won’t go bankrupt or go into medical debt to afford the prescriptions they need.”

#### BIG PHARMA JACKS UP PRESCRIPTION DRUG PRICES IN 2023:

Reuters news reported that Big Pharma corporations including Pfizer, AstraZenica PLC, and Sanofi SA, would be raising list prices (which do not include any rebates) on over 350 drugs in January 2023 according to an analysis conducted by the healthcare research company 3 Axis Advisors. The hike appears to be in anticipation of the Biden administration’s Inflation Reduction Act (IRA) passage, allowing Medicare to negotiate the cost of certain drugs starting in 2026. The Pennsylvania Council of Churches Ministry of Public Witness issued a 1/9/23 statement containing the Reuters report. It indicated data obtained from a drug pricing non-profit group found these increases the highest since 2015.

“Drugmakers largely have kept increases at 10% or below—an industry practice followed by many big drugmakers since they came under fire for too many price hikes in the middle of the last decade,” Reuters reported. Common Dreams reported that Big Pharma and its Republican boosters and beneficiaries in Congress “are trying to stymie the Biden administration’s implementation of the drug price negotiation provisions of the IRA. Their efforts will be challenged by determined patient advocates, many of whose lives depend on access to affordable prescription drugs.” The drug price provisions in the Inflation Reduction Act aren’t a political ‘sound bite’ – they are historic legislation that allow for the innovation we need at prices we can afford, the Utah-based activist Meg Jackson Drage, wrote in a December 2022 letter to the Deseret News. “Patients fought hard for the reforms in the Inflation Reduction Act,” she added, “and we won’t let Big Pharma and its allies’ fearmongering scare us.”

#### CONSTITUTIONAL AMENDMENT PROTECTING ABORTION RIGHTS IN PA:

As the new General Assembly session In Harrisburg gets organized, Representatives Danielle Friel Otten and Liz Hanbidge plan to introduce an amendment to Pennsylvania’s Constitution enshrining the right to bodily autonomy and reproductive choice in the Commonwealth. In a communication seeking co-sponsors the Representatives wrote that “while abortion and reproductive care remain legal for now in Pennsylvania, the (Supreme) Court’s decision in Dobbs v. Jackson makes it imperative that we explicitly enshrine Pennsylvanian’s right to privacy and bodily autonomy.” This amendment will ensure every individual has a right of privacy, with respect to personal sexual and reproductive healthcare decisions, including the right to choose or refuse an abortion, the right to choose or refuse contraceptives, and the right to choose or refuse fertility care, all without discrimination on the basis of race, sex, religion or relationship status.

#### ABORTION MEDICATIONS AVAILABLE BY PRESCRIPTION OR DELIVERED BY MAIL:

According to a New York Times 1/3/23 report, the Food & Drug Administration says abortion pills can now be offered at retail pharmacies. Mifepristone, the first of two drugs in medication abortions, previously had to be dispensed only by clinics, doctors or a few mail-order pharmacies. Now, if local drugstores or chains like CVS agree to certain rules, they can provide it. For the first time major chains like CVS and Walgreens to corner

drugstores, will be allowed to offer abortion pills in the United States under a regulatory change made by the FDA. The action could significantly expand access to abortion through medication. With conservative states banning or sharply restricting abortion, pills have increasingly become the focus of political and legal battles. This may influence a pharmacy's decision about whether or not to dispense the medication.

When the FDA removed in-person requirements from its regulatory rule book for mifepristone, two requirements remained. First, that health providers be certified to show they have the knowledge and ability to treat abortion patients and second, that patients complete a consent form. Mifepristone is to be taken in the first 10 weeks of pregnancy while many clinics and tele-medicine providers have begun offering it up to 12 to 13 weeks into pregnancy based on scientific evidence that the pills are safe and effective in that time frame. The Times Pam Belluck reported that while abortion pills may constitute a small percentage of a pharmacy's sales, they could have a big impact on its public profile. In about half the states abortion bans or restrictions would make it illegal or very difficult for pharmacies to provide abortion pills. National chains could decide to offer medication in states where abortion remains legal while not providing it in their stores in restrictive states.

Marjorie Dannenfelser, president of the Susan B. Anthony Pro-Life America organization said: "Abortion activists want to turn every post office and pharmacy into an abortion business, and the Biden FDA is a willing participant." Kirsten Moore, director of the Expanding Medication Abortion Access project, said: "By allowing brick and mortar pharmacies to dispense medication abortion care, the FDA is treating medication abortion like the safe, effective time-sensitive care that it is."

In a new opinion the U.S. Justice Department determined that the U.S. Postal Service can continue to deliver abortion pills through the mail regardless of their destination and the laws in the state. A 1/4/23 Government Executive report indicated that USPS employees cannot be held criminally liable for conducting their duties by delivering mail that contains medication that can induce abortion, the Office of Legal Counsel said. The mailing agency is under no obligation to remove such deliveries from the mail stream. The Postal Service previously said in the wake of Roe v. Wade's overturning, it would make no efforts to prevent mailers from sending such pills to any state, but it subsequently requested an Office of Legal Counsel opinion to ensure it was on firm legal footing. Despite many states adopting laws severely restricting legal abortion, there are still lawful uses for mifepristone and misoprostol in every state, said Christopher Schroder, assistant attorney general and author of the opinion. That makes it impossible for USPS to knowingly make an unlawful delivery of abortion pills.

#### INDIANA JUDGE BACKS RELIGIOUS RIGHT TO ABORTION CARE:

In a 12/22 ruling Marion County Superior Court Judge Heather Welch answered the question: Should religious liberty claims prevail over anti-abortion laws in the United States today? She ruled they should. She made this argument in an opinion that blocked Indiana's new anti-abortion law last December. The case, Hoosier Jews for Choice and five anonymous women of several faiths and no faith, contends that the measure, which bans abortion after 10 weeks of pregnancy unless it's the result of rape or incest, violates the state's Religious Freedom Restoration Act. This measure was signed into law in 2015 by then Gov. Mike Pence. Judge Welch granted a temporary injunction on the grounds that the plaintiffs would otherwise suffer irreparable harm and are likely to prevail when the case, scheduled for a January 2023 trial, is heard by Indiana's Supreme Court.

According to a 12/7/22 Religion News.com report, the question of when life begins is theological and philosophical, not scientific. Judge Welch wrote, "Facts about the process of human zygotic, embryonic, and fetal development do not answer the question of when life begins. The 'personhood' status of a zygote, embryo, or fetus cannot be stated as matters of fact. For many individuals, such as the Plaintiffs, questions such as the beginning of life or when personhood begins cannot be stated without reference to moral, ethical, spiritual and religious beliefs." To those who disagree with this position and contend that science does indeed establish that there is a human being or person from the moment of conception, Judge Welch points out the position of Supreme Court Justice Samuel Alito in his majority Hobby Lobby decision. He concluded that what counts from a religious liberty standpoint is when a person BELIEVES that life begins. Indiana's anti-abortion law is "under inclusive," according to Judge Welch. As restrictive as it is, it nevertheless allows abortions when the life or health of the mother is seriously at risk, when there's a lethal fetal anomaly and early, in cases of rape and incest. Abortions grounded in sincerely held religious beliefs must also be permitted, the Judge found, based on

the Hobby Lobby ruling where the secular means of refusing to provide employees with certain kinds of contraception coverage was recognized as a legitimate way to serve the religious end of opposing abortion.

Among the plaintiffs in this case is a woman who claims no specific religious basis for her belief. The opinion recognizes her as having a legitimate claim comparable to that of nonreligious conscientious objectors to military service. Judge Welch's opinion indicates that any woman who sincerely believes that her fetus is not a person should be able to procure an abortion in any state of the Union – as the Supreme Court's religious liberty jurisprudence currently stands.

#### NEW FEDERAL TRADE COMMISSION RULE REJECTS NON-COMPETE AGREEMENTS:

Federal Trade Commission (FTC) Chair Lena Khan's 1/9/23 New York Times statement outlined threats to the U.S. economy posed by Non-compete employment clauses that prevent workers from changing jobs, innovating or starting their own businesses. "A thriving, dynamic economy depends on fair competition—not just for consumers, but also for workers," Khan wrote. "We should be skeptical of any methods designed to prevent it." A proposed new FTC rule banning Non-compete clauses is open for a 60-day public comment by entrepreneurs, employers and workers. Based on comprehensive research, the FTC has determined that Non-compete clauses drive down wages even for workers who aren't bound by them.

PBS journalist Amna Nawaz interviewed FTC Office of Public Policy Planning Director Elizabeth Wilkins on 1/5/23 to highlight the impact of banning Non-competes. About one in five Americans, approximately 30 million people, are affected by these policies, Wilkins said. Most people associate non-compete clauses with high-paying jobs, tech workers, etc., but everybody from minimum wage workers, security guards, folks who are flipping burgers, to middle-wage workers, journalists or nurses are impacted by this, Wilkins said. Workers don't know what their right are. Research suggests that workers don't even know that they're signing a contract with a non-compete clause. This is a problem even for well-educated employees. Workers may be chilled from trying to find another job, getting a better-paying job, even when non-compete clauses are unenforceable. The potential impact on worker wages when non-competes are abandoned could be an increase in wages of \$250 billion to \$300 billion for those who can find better wages and working conditions and where employers would really have to compete for those workers instead of preventing them from moving.

While the U.S. labor market is presently seeing unprecedented job-switching in the wake of the pandemic, the long-term effect if we can remove non-competes, can be good for long-term productivity and the economy. That's good for employers too. Employers will have to compete based on wages and benefits for their workers.

If workers aren't restricted and want to move elsewhere, employers can say, I will offer you more; I will offer you better if you stay because this investment is worth it, Wilkins continued. "Congress gave the FTC authority to prevent unfair methods of competition when appropriate, when there's "economy wide harm." We should use it, she concluded. FTC Chair Khan stressed that non-compete clauses tend to make markets less competitive and even lead to higher prices for consumers by reducing competition in the heavily concentrated health care sector. "Non-competes depress wages and kill innovation," Khan wrote. "Economic liberty, not just political liberty, is at the heart of the American experiment. You're not really free if you don't have the right to switch jobs or choose what to do with your labor."

## 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](mailto: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:

Barbara Bozeman	President
Valentina Solarin	Secretary
Leona Phillips	Treasurer
Daneene Monroe-Rusnak	Immediate Past President

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>  
Or email: [nfbpwcvirtual@gmail.com](mailto:nfbpwcvirtual@gmail.com)

### VIRTUAL CHAPTER WELCOMES 2023!



On January 18th, the Virtual Club held its monthly meeting.

Well attended, the members conducted an open forum to determine what topics to include in the 2023 programming – all in keeping with the Virtual Club President's chosen theme of "Buried Treasures".



Keeping the focus on the needs and desires of the Virtual members, we came away with a good solid group of subjects to tackle and investigate.

Virtual Chapter is off to a great start in 2023.



Belated Happy Birthday to our members who celebrated their special day in January

**Dr. Trish Knight and Monica Monroe**

Happy Birthday to our February Birthday Celebrants!

**Liz Harrell, Sara Tracy, and Rebecca Ajibola**

Best wishes to all!

Special Thanks to our outgoing president, Daneene Monroe-Rusnak and our treasurer, Leona Phillips for all their efforts. Leona has graciously agreed to transition out slowly, as we have not found a replacement for her as club treasurer.

Welcome as well, our new secretary, Valentina Solarin.

Looking forward to a wonderful year.

## 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, 1<sup>st</sup> VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you.

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](mailto: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!



NFBPWC is looking for your submissions for the next Magazine.

Send your submissions to Michele Guarino at: [Michele@ASecondOffice.com](mailto:Michele@ASecondOffice.com)

Submission Deadline for the March Magazine is Monday, February 20th at 5:00 pm Mountain Time

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

@VestaBlueStudio

## 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](mailto: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](mailto: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](mailto: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](mailto: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

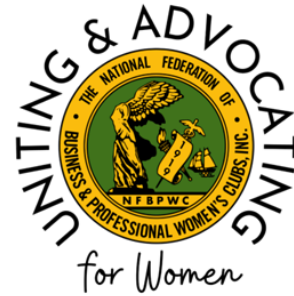
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education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