



Winning
Justice for
Working
Women

newsline

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The mission of 9to5 is to build a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

9to5 is excited to launch our National Day of Action toolkit in honor of Martin Luther King, Jr. Day

On Jan. 19, 2015, 9to5 members will join in local rallies and events to show support for justice and equality, an end to all forms of discrimination, and raising the minimum wage. (See pg. 2) 9to5.org/MLK.

“I vote because it is my right as a woman of color. It’s my obligation as a citizen, and my parental commitment to model the expectations I have set for my children.”

– DAWN MARQUANTE, 9to5 Colorado

9to5 Makes a Difference in Midterm Elections

Millions of women across the country cast ballots in this year’s midterm elections, using their hard-won constitutional right to be heard on issues including paid family and medical leave, paid sick days, affordable child care, equal pay and more.

And their voices were heard. Sweeping victories across the nation on paid sick days and minimum wage ballot measures send a message that these issues can no longer be ignored by policymakers. Thanks for showing up Nov. 4!

In the biggest election for paid sick days in history, voters in Massachusetts, Montclair and Trenton, New Jersey, and Oakland, California passed ballot initiatives guaranteeing paid sick days to a million additional workers.

Minimum wage fared just as well. Voters in four states — Alaska, Arkansas, Nebraska, and South Dakota — as well as Oakland and San Francisco, CA raised the minimum wage. Millions of low income workers will be impacted by these victories. In Illinois and in several Wisconsin counties, voters approved advisory measures to raise the minimum wage. The voters have spoken!

9to5 canvassers hit the pavement, knocking on tens of thousands of doors in a non-partisan, get-out-the-vote campaign. We distributed 9to5’s

‘Working Women Vote Our Values’ election guide that makes the link between our issues and the vote.

In Colorado, 9to5 canvassers door-knocked and phone-banked thousands of voters, testing issue-based messages to inspire a higher turnout among youth, single women, and people of color.

A team of nearly 50 9to5 Wisconsin canvassers door-knocked and phone-banked in targeted African American neighborhoods, visiting 20,000 doors and registering more than 1,200 people.

In Georgia, 9to5 conducted a peer-to-peer voter registration program to train formerly incarcerated members, active with our Ban the Box campaign, to register other formerly incarcerated individuals and inform them of their right to vote. The chapter also participated in an exciting new collaboration with ProGeorgia, to register, educate and mobilize over 8,000 infrequent women voters across Atlanta.

In California, our Community Interns, along with Los Angeles chapter members, did voter registration and get-out-the vote phone-banking to hundreds of members and contacts in LA and Long Beach.



Working women have the power to determine the outcome of elections and forge new public and workplace policies that help us and our families reach our full economic potential. Thank you for showing up for your communities. Now it’s time to hold those elected accountable.

9to5 Georgia members attend voter rights rally.

9to5 Members Lead Charge to End Double Truancy Penalty

By Nicole Baldonado, 9to5 LA member and CIP Intern



All Californians are subject to penalties if their kids are truant. But poor families have an additional penalty—we are denied the CalWORKs grant money we depend on. The leading cause of truancy is poverty, so how is making a poor family *poorer* going to help?

This fall, we won. We ended this discriminatory policy. In 2012, a 9to5 member inspired this campaign by sharing her personal story at the 9to5 CA Leadership Conference. *Our stories make a difference.*

For two years 9to5 members and our partners worked hard to get this bill passed. Governor Brown signed the bill Sept. 30. Together, 9to5 members are a powerful force, and we made our voices heard!

I lobbied at the state Capitol, shared my personal experience and my story, and educated others about how this affects people in poverty. Most people were surprised that we had this ridiculous law—it's the type of thing you're not aware of unless it directly affects you.

I'm happy to have fought for justice. The new rules will bring some relief for families who already have high levels of stress and are struggling to get by. I plan to continue fighting for change for my family and my community. This was an amazing campaign to be a part of with 9to5, to see how our voices could actually make a difference!

Dear Helpline

I am a regular customer at a local restaurant where most of the wait staff are women. I often see them having to put up with unsolicited pick-up lines, inappropriate comments and harassment. Is there anything I can do to help?

A new report from Restaurant Opportunities Centers United (ROC), "The Glass Floor" calls harassment for tipped employees "endemic." Tipped workers in most states are paid a 'subminimum' wage, often as low as \$2.13/hr. Having to rely on customer satisfaction for their income, many are harassed on a daily basis. Here are four things the report recommends that consumers can do to help: **1.** Speak up to support One Fair Wage and an end to the sub-minimum wage. **2.** Speak up and state your support for restaurants that do not tolerate sexual harassment. **3.** Use social media to promote appropriate customer behavior. **4.** Learn more at <http://rocunited.org/new-report-the-glass-floor-sexual-harassment-in-the-restaurant-industry>

HOT NEWS:

Raise Minimum Wage Now!

Dr. King's Fight for Economic Justice: Raising the Minimum Wage

"There is nothing but a lack of social vision to prevent us from paying an adequate wage to every American citizen whether [she or] he be a hospital worker, laundry worker, maid, or day laborer.... There is nothing except shortsightedness to prevent us from guaranteeing an annual minimum and livable income for every American family."

~ Dr. Martin Luther King Jr., 1967, "Where Do We Go From Here?"

Why do we work to raise the minimum wage on Martin Luther King, Jr. Day? Dr. King and others in the civil rights movement fought for racial equality, as well social and economic justice, understanding the ways these issues are interconnected. Today, we fight to raise the minimum wage, and honor the legacy of Dr. King.

The current minimum wage:

- Since 1968, the year Dr. King was assassinated, the value of the minimum wage has eroded more than 30 percent.
- At just \$7.25/hour, the minimum wage keeps hardworking Americans and their families living in poverty.

- Even working 40 hours per week, 52 weeks per year, a minimum wage earner only makes \$15,080—under the poverty line for a family of three.

What can you do?

- Go to www.9to5.org/MLK and check out our full toolkit.
- Get together with friends and make "Raise the Wage" signs, and join a local MLK march or parade.
- Wear a 9to5 sticker at your local events and pass out info cards on the Fair Minimum Wage Act.
- Write letters to your elected officials and/or local newspapers. We have resources to help!

9to5 Makes a Mark Across the Country

Canvassing 2014

Across the country, 9to5 members, staff, and volunteers intensified non-partisan get-out-the-vote efforts to help voters exercise their right to vote – and the results were monumental. Members knocked on tens of thousands of doors, meeting voters face-to-face, and distributed information to ensure a strong turnout at the polls on Nov. 4.

“I really enjoyed my experience. It gave me the opportunity to educate people that didn’t know about the election and encourage those that did to get out and vote. Being able to inform people about FMLA is a central part of why I joined 9to5. My mom passed away this year and I had to make that choice to go to work or be by my mom’s bedside at crucial moments. I didn’t realize that I wouldn’t get paid if I took FMLA so this referendum is crucial. People shouldn’t have to make that choice.”

– NANCY YARBROUGH, 9to5 Wisconsin lead canvasser



...canvassing Denver

“My experience of door-knocking for voter registration was a great opportunity to get out and meet people in the community, and to educate them on their rights to vote and to have their voices heard through the voting process.

What I hope to accomplish is to engage people behind the movement to vote; to get 100% turnout of educated, informed and motivated people to the polls.”

– ANGELA ALDRIDGE, 9to5 Atlanta member and canvasser

“I enjoy canvassing because we get to have face-to-face conversations which has a greater impact than sending an email or making a phone call.”

– LAUREN ANDERSON, 9to5 Denver member and canvasser

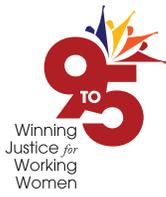
“Working in these elections has given me the opportunity to feel more connected to my own community. The people we were reaching were underrepresented and had a lower turnout for voting, so it felt great to be able to know that we made a difference in increasing the number of voters!”

– NICOLE BUCARO, 9to5 California community intern



...canvassing Milwaukee





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Need Health Insurance?

CHECK OUT THE 9to5 WORKING AMERICA HEALTH CARE PROGRAM

Did you know an unexpected trip to the hospital could cost you and your family nearly \$2,000 a day? It's no joke. Roughly 62 percent of all bankruptcies in the United States are caused by soaring medical bills.

The Affordable Care Act has allowed more than 8 million Americans to find quality, affordable health insurance through the Health Insurance Marketplaces. The average monthly premium was only \$69.

9to5 is partnering with Working America and Union Plus, working with recommended licensed agents at GoHealth to guide you and your family through the insurance enrollment process and provide advice on your eligibility for tax credits and subsidies.

As a 9to5 member, by enrolling in a qualified health plan through the 9to5 Working America Health Care program, you will also have access to several exclusive health-related

member benefits, including a Health Advocate service* to help you coordinate your care, resolve claims, and answer questions about coverage.

You can also take advantage of Union Plus Dental Care Discounts and vision care savings to expand your coverage and help make your health care affordable.

We encourage you to take advantage of this unique opportunity! Open enrollment runs from November 15, 2014 through February 15, 2015. During that period, 9to5 members can visit www.WorkingAmericaHealthCare.org/9to5 or call 1-855-589-4253 to find an insurance plan that fits your needs and your budget. (If you live in Oregon or Washington State, call 1-800-560-7114).

**Your eligibility for the personal health advocate service is based on your 9to5 membership and your completed enrollment in a qualified health plan through the 9to5 Working America Health Care program.*

Join9to5 the organization that works around the clock for your rights as a working woman. 9to5 members receive discounts on our publications, invitations to regional and national leadership conferences, plus the 9to5 Newsline.

- Yes, here is my check for \$40 membership dues to 9to5.
- Yes, I'm already a member, so here is my check for a special year-end gift.

Name: _____

Address: _____

City/State/Zip: _____

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Mail to: 9to5 National Association of Working Women, 207 E. Buffalo St. Suite 211, Milwaukee, WI 53202

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