



NEWSLINE

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9to5 is building a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

Stand Up and Be Counted: Vote Your Values

Election Day, November 6, 2012, is approaching and the values that are important to working women and family caregivers are at stake. Some lawmakers, hostile towards women, are working against workplace equality and economic help for struggling families. "2012 Election Day is the time for us to stand together for an America that works for all of us: family-supporting jobs with decent wages and paid sick days, and stronger protections against workplace discrimination," said Linda Meric, executive director of 9to5, National Association of Working Women. "9to5 will elevate women's voices this election cycle to promote an agenda that will help families achieve economic security, not give corporations another tax break."

But what if your right to vote is stripped from you? Regrettably, states around the country are passing legislation to suppress the vote of low-income individuals, African Americans, Latina/os, young people, senior citizens and people living with disabilities. Thirty-four states introduced voter identification bills under false pretenses in 2011 and more did so this year, claiming the need to curb voter fraud, which in reality is practically non-existent. But in truth, these laws are meant to keep people of color and low-income voters away from the polls.

Our democracy only works when all of us

have an equal voice in making the rules we all live by. Take action now and be part of 9to5's Election Connection to help ensure that working women and families and people of color in this country get the opportunity to vote our values.

■ Register to vote.

While you're at it, register five working women in your workplace or neighborhood.

■ Vote!

The simple act of voting is one of the most empowering actions you can take.

■ Contact 9to5 for a free copy of the 2012 Voter Guide.

This guide can help you track where the candidates stand.

Help 9to5 ensure that the voices of low-wage women are heard at every level. Together, we can turn the tide to achieve good jobs, strong families and shared prosperity.



National Day of Action

Mark your calendar for 9to5's National Day of Action on Women's Equality Day, August 26, 2012. Activists across the country will organize events to ensure that candidates in the upcoming election support paid sick days. No one should have to choose between the family they love and the job they need. Email activist@9to5.org or call (800) 669-0769 for more details.



Join 9to5's Election Connection, make new friends and help register women and people of color to vote in this election. Make sure your values and vote count!

With 9to5 at my side, I led a winning campaign

By Marilyn Winn

I learned about 9to5 in 2009 during its minimum wage campaign in Atlanta. After becoming active in the organization's campaigns, I participated in the Community Internship Program. As an intern, I grew my leadership skills and learned how to effectively use my voice for change to improve working conditions for my community and myself.

Like many other Americans, I experienced job discrimination because of something I'd done in the past. Because of this discouraging experience, I decided to initiate a campaign called "Ban the Box." I knew that people were being denied a

first interview because of their prior arrest record. Even with the right set of skills, without that first interview, job seekers will never find employment. Through "Ban the Box" we sought to end employment discrimination for people with arrest records by removing the question "have you ever been convicted of a felony?" from City of Atlanta employment applications.

Charmaine Davis, 9to5 Georgia director, and I presented the "Ban the Box" campaign to the City of Atlanta Human Resource Commissioner. The Commissioner



Marilynn Winn has been a member of 9to5 for three years and serves on the Atlanta Chapter Board of Directors. Marilyn is a spokesperson for 9to5 Atlanta and has successfully recruited many new members.

agreed to remove the discriminatory question by mid-June 2012.

I have been employed for four years now, only because someone gave me an opportunity. Now, through my leadership and 9to5, I hope to give others an opportunity for success through the "Ban the Box" campaign. If you'd like to get involved in this campaign, please contact 9to5@9to5.org.

Dear Helpline

I recently applied for a job as a secretary. The application asked if I had ever been arrested or convicted of a crime. Is this legal? I was arrested 15 years ago but never charged with anything.

According to an April 2012 guideline from the Equal Employment Opportunity Commission (EEOC), employers may not exclude applicants based on arrest or conviction records — unless they can show this is "job related and consistent with business necessity." Employers may still ask about criminal records that would be relevant to the job — driving violations for a chauffeur position, financial convictions for a bookkeeper, etc. However a general question about arrest or conviction, according to this new EEOC guideline, would be illegal under Title VII of the Civil Rights Act of 1964. For more information, go to www.eeoc.gov or call (800)669-4000.

Take Action: Pregnant Workers Need Your Support!

Is this really 2012? Based on the huge number of callers to 9to5's Job Survival Helpline, employers are still practicing discrimination against pregnant workers.

A pregnant Walmart worker in Kansas was fired merely because she needed to carry a water bottle to stay hydrated and prevent bladder infections.

A delivery truck driver in Maryland was forced to take unpaid leave because she was denied the same light duty offered to other workers with physical limitations.

Under current law it is illegal to fire a worker simply because she is pregnant. However, there is no requirement for employers to provide 'light duty' or reasonable accommodation that a pregnant employee might need.

The Pregnant Workers Fairness Act (PWF) would require employers to provide reasonable accommodations for pregnant

workers. Modeled on the Americans with Disabilities Act, the PFW Act would provide the same workplace protections for women with pregnancy-related limitations as those now provided for workers with similar limitations.

This bill would promote family economic security. Seventy-five percent of all women entering the workforce will be pregnant and employed at some point.

The PWF Act would also protect the health of women and children. Pregnant workers who lose their jobs face additional stress, increasing the odds of premature or low birth-weight babies.

TAKE ACTION to support the Pregnant Workers Fairness Act! Ask your Member of Congress for their support. Go to www.9to5.org and click on Action Alerts (right hand column) for more information.

Women are Not Worthless, Just Paid Less

9to5 Protests Pay Gap on Equal Pay Day



9to5 members and allies rallied in **Milwaukee, WI**, calling for good jobs, tax fairness and equal pay. In Eau Claire, WI, 9to5, students and community members marched demanding equal pay for equal work.

9to5 successfully organized people across the country to protest the pay gap that is shortchanging women an average of more than \$10,000 annually; the equivalent of 88 weeks of groceries or 13 months of rent. In observance of Equal Pay Day on April 17, 2012, 9to5 members and allies hosted events in California, Colorado, Georgia and Wisconsin.

Dawn is a 9to5 Colorado member and single mother of five, who works as an office manager in Denver. She knows that male office managers at other companies make at least \$10,000 more a year than she does. “In my eyes, that \$10,000 would help me out so much more with trying to raise five kids. It just seems like women are still paying the price for making the decision to go to work and not be at home.”

“Those against pay equity are so concerned with preserving the status quo that they can’t see how the current system benefits no one — not men or women, and not even the bottom line.”

It’s been nearly half a century since Congress made wage discrimination based on gender illegal. And yet women are paid 77 cents for every dollar men get paid. For women of color, the gap is even wider. African American women earned 67 cents and Latinas 58 cents for every dollar earned by white males, the highest earners.

Women are struggling more than ever during this economic crisis to support their families. In 34 percent of families, a woman is the sole breadwinner, so the pay gap makes an enormous difference in a family’s ability to make ends meet.



Nine-year-old Johanne Larsen helped assemble Equal Pay Day cookies. These tasty treats were distributed along with a lesson plan developed by 9to5 to 24 high school classrooms in **Santa Clara County, CA**, where teachers presented Equal Pay Day/Wage Gap lessons to their students.



9to5 Colorado organized two events attended by 150 people including a number of state legislators, and collected nearly 300 postcards calling for Colorado’s U.S. Representatives and Senators to support the Paycheck Fairness Act.

“Those against pay equity are so concerned with preserving the status quo that they can’t see how the current system benefits no one — not men or women, and not even the bottom line,” said Kate Hinnant, Milwaukee 9to5 member.

If you’d like to become more involved with 9to5 to fight against economic injustices like the pay

gap, please contact us by calling (800) 522-0925, emailing 9to5@9to5.org or visiting 9to5.org. All women deserve to be paid fairly. When we are, our families and the economy will win.



In **Atlanta’s Equal Pay** event, State Representative Stacey Abrams discussed how current tax codes contribute to the wage and wealth gap between men and women.



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Women Gone Political: Organizing for Policy Change

On the weekend of May 4-7, over 60 leaders from California, Colorado, Georgia, North Carolina, Washington D.C. and Wisconsin came together for our 34th Annual Leadership Conference in Washington, D.C.

9to5 members learned new skills and converged on Capitol Hill for meetings with Members of Congress and government agency officials, where they advocated for good jobs, family flexible workplace policies, equal opportunity and economic security for working women and families.

Check out www.flickr.com/photos/9to5org for more pictures from the 2012 ALC. Talk to members from your chapter today and find out how you can join 9to5 next year in Washington, D.C.!

“I learned that my voice really does count and this event empowered me to do more.”
– ALC participant

Join 9to5: the organization that works around the clock for your rights as a working woman. Members receive discounts on our publications and invitations to leadership trainings, plus the 9to5 Newslite. To become a member, please visit www.9to5.org/join.



From L to R: Mandie Freyta, Anna Davis, Sonya Underwood and Mecca Ross. These four 9to5 members were recognized at the ALC with We've Got Spirit, Yes We Do! Award for exemplifying the spirit of 9to5.



9to5 Atlanta members and staff palled around during the ALC field trip to the Martin Luther King, Jr. Memorial. This moving memorial inspired every attendee and reminded us that Dr. King's amazing teachings are universal.

Want to contact us? Call our Job Survival Helpline at (800) 522-0925 or email helpline@9to5.org



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