



Winning
Justice for
Working
Women

newsline

Summer 2013 | Volume 41 | No. 2

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

9to5's National Day of Action

August 26 marks Women's Equality Day—the date in 1917 that women won the right to vote. It also marks 9to5's fourth annual Day of Action for expanding family flexible workplace policies. This year we will celebrate 20 years of FMLA and highlight the need to expand access and affordability. **Look for details inside.**

Big Wins for Working Families: The Momentum's on Our Side!

It's been 20 years since the Family Medical Leave Act, one of the most significant advances for American working families, was enacted. As critical as FMLA is to working families, it provides only unpaid leave.

Today 40 percent of workers don't qualify for FMLA, and there are more than 40 million working Americans without access to earned paid sick days.

"Unfortunately, many people are forced to go to work when they need to be at home caring for themselves or their families," said Linda Meric, national executive director of 9to5. **"It's time to move forward so that families can come first."**

The good news is that support and momentum are building across the nation for earned paid sick days policies, both locally and at the federal level. Portland and New York City recently joined Connecticut, San Francisco, Seattle and Washington, D.C. in passing earned paid sick days legislation. Statewide bills are also moving forward in Vermont, Massachusetts and Oregon.



A powerful coalition of community organizations, labor unions and feisty activists overcame strong corporate-backed opposition to pass legislation that will provide 1 million New York City workers with paid sick days.



9to5 Colorado members at the Colorado Family Care Act signing ceremony with bill sponsor Rep. Cheryl Peniston and Governor John Hickenlooper. 9to5 led this campaign which puts families first and expands FMLA coverage for domestic partners and partners in civil unions.

This spring, **9to5 Colorado** and its allies won passage of The Colorado Family Care Act expanding coverage to allow FMLA-eligible employees in Colorado to use their leave to provide care for partners in a civil union and for domestic partners who are seriously ill.

At the federal level, the Healthy Families Act was re-introduced. This bill

would allow workers to earn up to seven paid sick days annually to use to recover from short-term illness.

Because of our hard-won victories for low-wage working women and men, multi-billion dollar corporations are pushing back with 'kill shot' legislation that pre-empts local communities from passing paid sick days bills. The American Legislative Exchange Council (ALEC), a conservative public policy group with strong ties to corporations and trade associations, has been behind this effort. Pre-emption bills have been introduced in ten states.

Join our campaign to ensure that every working woman and man has access to earned sick days and other basic labor protections – by opposing pre-emption bills and supporting paid sick days and family leave campaigns. ■

Help End the Criminalization of Truancy

By Regine Neptune, 9to5 San Jose member

Last fall at 9to5 California's Regional Leadership Conference, Veronica told us about her heart-wrenching ordeal with the unfair school truancy program in San Jose. School officials had contacted Veronica because her teenage daughter had been labeled a 'truant.'

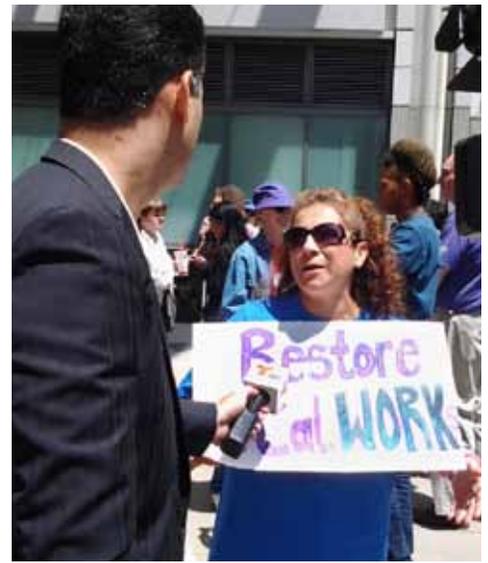
California law states that if a child misses three days of school, is absent for more than 30 minutes for three days, or ten percent of the school

year that child is placed in the truancy category. Veronica, as the parent of a 'truant' child, was informed that she could be found guilty of a misdemeanor and could potentially be fined and/or be imprisoned because of her daughter's status.

Additionally, the family of a 'truant' child can have their CalWorks benefits revoked.

9to5 joined the Western Center on Law and Poverty and the Children's Defense Fund in rallying support for Assembly member Bradford's Bill 814 to end the double truancy penalty.

Although AB 814 failed this year, we aren't giving up the cause. We must find positive solutions to reducing truancy—like working with parents through restorative programs and providing communities with pre-



9to5 member takes action to restore CalWorks benefits, the state's financial assistance for low-income families.

Dear Helpline

Ever since I returned from FMLA, my manager has harassed me and given me bad reviews, although the quality of my work hasn't changed. What can I do about this retaliation?

It is against the law for your employer to punish you for FMLA absences. Start by collecting documentation (positive reviews, etc.) to show that your performance has not changed. Ask for a meeting to discuss your concerns. You may file a complaint with the Wage and Hour Division or file a private lawsuit against your employer in court. USDOL operates a toll-free helpline from 8:00am-5:00pm in your time zone at 866.4USWAGE.

The USDOL has updated their factsheets about FMLA, including a new factsheet on Employee Protections. These are available in English, Spanish and other languages at www.dol.gov/whd/fmla/index.htm.

Call 9to5 Job Survival Helpline at 800.522.0925 for more information.

Take Action: Celebrate and Expand FMLA

August 5, 2013, marks the 20th anniversary of the implementation of the Family Medical Leave Act (FMLA). Prior to FMLA, many people lost their jobs due to a serious illness, while caring for an ill family member, or because of the birth or adoption of a child. Workers have used FMLA more than 100 million times since 1993.

However, there are major gaps in our current law. After 20 years, it's time to make FMLA more affordable and accessible.

Having paid family and medical leave and paid sick days enables people to maintain spending levels for basics like food, utilities and repairs – contributing to overall stability for families, communities and a growing economy.

Help boost our economy and strengthen families! Join 9to5's fourth annual

schools, child care, and before and after school programs. We will need your continued support to end truancy criminalization in our communities. ■



9to5 Denver members march in the streets for policies that support strong families and a healthy economy.

National Day of Action on August 26 to expand access and affordability of FMLA. To find out how you can join our Day of Action, email Valerie Thelen at valerie@9to5.org or call 404.907.3941, or contact your local chapter. ■



9to5's Equal Pay Day Action Goes Viral

9to5 members from 15 states united on April 9, 2013, to protest the pay gap that robs women an average of \$11,000 annually. Activists reached out to their friends, family, co-workers and neighbors, asking them to complete the phrase "Equal Pay = __" and submit it along with their picture to 9to5.

More than 100 photos and quotes were submitted. Through sharing these photos and quotes, we reached thousands of people with the message that equal pay is critically important in the lives of women.



9to5 Empowers New Leaders

9to5 Wisconsin members participated in a regional leadership training in May. They tested new skills by talking with elected officials about important issues affecting Wisconsin families: protecting WI Family Medical Leave, the need for equal pay enforcement, and how important it is for Wisconsin to accept federal funds for BadgerCare, the state's low-income health care program.

Gail Grant, 9to5 Milwaukee member and training attendee said, "Now I feel empowered to get out and talk to women about 9to5. I want to be more involved with 9to5 and activities happening in my community where I can be a force for change."

Members from Milwaukee, Madison and Rhinelander WI attended the two-day training in Madison to develop their organizing and leadership skills to make a positive change in the lives of working families.

California Regional Leadership Conference

The ninth annual California Regional Leadership Conference united members from the **Los Angeles** and **San Jose Chapters** and gave them an opportunity to share information about their actions, events and campaigns. It was also inspiring to witness Assembly Member Holly Mitchell field critical questions about homelessness, unemployment and child care from our members.

"The information and knowledge I gained has given me the opportunity to know what is happening in my community and how I can participate to make things better," said conference participant and **9to5 Los Angeles member Charity Tolefree.**



9to5 California conference attendees learned about fair pay and how to organize to win it, at the April 27 event in Los Angeles, California.



National Association of Working Women
207 E. Buffalo Street # 211
Milwaukee, Wisconsin 53202

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SAVE THE DATE: 9-25!

For 40 years, 9to5 has been lifting up the voices of women in low-wage jobs, building leaders and winning real change for working women.

Join us on September 25, 2013, to celebrate our amazing legacy and our promise for a better future.

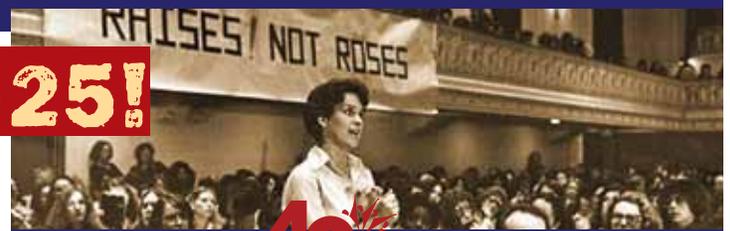
Denver CO | RedLine Gallery, 5:30 pm

Atlanta GA | Cosby Hall at Spelman College, 6:00 pm

Milwaukee WI | Mitchell Domes, 6:00 pm

Events will include reception, appetizers with cash bar, awards program and keynote speakers including Ai-Jen Poo, director, National Domestic Workers Alliance—named by both TIME and Newsweek as one of the most influential people of 2012 and Karen Nussbaum, founder of 9to5, plus others. For information about these events, go to 9to5.org/40thsponsor.

To join us as a sponsor contact: National Executive Director Linda Meric at 303.628.0925, lindam@9to5.org.



Celebrate 40 YEARS of Winning Justice for Working Women

org; or Development Director Nasreen Jilani at 404.222.0001, nasreen@9to5.org.

Give a Gift: Go to 9to5.org/40th and make a special anniversary contribution to build a foundation for the future so that 9to5 can continue to advance women and strengthen families—because together,

we can build a better world for everyone.

Host a House Party: You don't live in a state with a chapter, but you'd like to host a house party to celebrate 9to5's milestone? Contact Valerie Thelen at Valerie@9to5.org and learn how. There is nothing more fun than a party with a cause. ■

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 40th anniversary gift.

Name: _____

Address: _____

City/State/Zip: _____

Phone: _____

Email: _____

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

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

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