



Winning
Justice for
Working
Women

newsletter

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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 for Women's Equality Day, August 26.

Everything you need to raise up women's voices and votes on behalf of our families and communities is provided in this resource at www.9to5.org/toolkit. Join other members across the country to encourage your communities and legislators to pass the FAMILY Act.

(See pg. 2)

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Raising our Voices and Votes

9to5 members nationwide will be taking action this summer and fall to raise up women's voices and votes on behalf of our families and communities!

More than a third of unmarried women, people of color, and young people under 30 are not registered to vote. We all benefit when decisions are made by an electorate that reflects our communities and our country. 9to5's Election Connection 2014 project will focus on building support for the work-family policy changes that our members and all workers need, engaging women in the elections, and continuing to build our political power.

The fall elections will be important for 9to5 members and our families. While we've been speaking out and organizing for work-family policies, equal opportunity, family supporting jobs and economic security, Washington D.C. has been mired in inaction.

Across the country, 9to5 members are building momentum for broader federal action on these same issues. In Georgia, members are leading a peer-to-peer voter registration project for the formerly incarcerated. Our dedicated members in California are engaged in weekly outreach to register TANF participants. Activists are door-to-door canvassing in the Fox Valley region of Wisconsin and in Colorado to engage voters and educate them about state family and medical leave insurance campaigns.

Our dedicated Action Network members are also participating. Without a state chapter to organize with, Yolanda Buccio has organized voter outreach at local farmers' markets in Houston TX, educating and registering voters. Everyone's participation is important!

9to5's Election Connection project will register and educate voters, shape the issues and debate, and increase voter turnout. Check out our 2014 Working Women Vote our Values voter guide and order more copies at www.9to5.org/our-work/election-connection.

We'll also use 9to5's National Day of Action on August 26, Women's Equality Day, to mobilize women to take action, and educate elected officials and candidates about the policies working women and families need. This year's National Day of Action will focus on the federal Family and Medical Insurance Leave Act (for more information, see Hot News on page 2) and local and state work-family initiatives.

It is crucial working women's voices are heard. "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. Important issues are at stake," says Dawn, a 9to5 Colorado member.

We have the power to determine the outcome of elections. Together we can forge new public and workplace policies that help us and our families reach our full economic potential. Join us to raise our voices and our votes. ■

9to5 Atlanta Organizer Marilyn Winn and Atlanta Board member Jerretta Johnson at the 2014 MLK March and Rally in Atlanta.

We all benefit when decisions are made by an electorate that reflects our communities and our country.



Empowered in My Work and Making a Difference



By Crystal Whetstone, 9to5 Action Network Leader, Dayton, Ohio.

I have worked at a discount clothing and home goods store for the past seven years, where I've been stuck in the lowest rung of the retail world as a sales associate. I started off making minimum wage and even after the seven raises in as many years, I barely make much more than minimum wage.

Until the last couple of years, I had no idea that there was a group like 9to5, whose staff and members are actively trying to improve the lives of working

people such as myself. I became more involved with 9to5 earlier this year. I wrote an op-ed in my local newspaper in Dayton, Ohio that argued why raising the minimum wage is an important first step in improving the quality of life for millions living in the U.S. The editorial sparked an invitation to speak at a local event advocating for a higher minimum wage.

Dayton has been very hard hit by the economic downturn. There are countless people in Dayton and across the country who don't make enough to live a basic, bare-necessities life, much less a decent life

where one could hope to earn enough to afford health care, a retirement fund, or a college fund for future generations.

I want to help other working people realize that no matter what kind of work they do, they deserve paid sick days, paid family leave, paid vacation, health care, and high enough wages to cover rent, food, and maybe even a little to save for a rainy day.

It thrills me that 9to5 is advocating on behalf of working women like us! I am proud that I can be a part of 9to5. It took me a while to realize that my job in retail is as important and worthwhile as anyone else's work. When I began my working life, I did not feel empowered. But thanks to 9to5, I realize that I can make a difference. ■

Dear Helpline

I work for a company that contracts with the U.S. military and was being considered for a promotion until my boss saw a picture of me and my same-sex partner on my desk. Can I be denied a promotion because of my sexual orientation?

Title VII of the Civil Rights Act of 1964 is a federal law that prohibits companies with 15 or more employees from discriminating based on race, color, sex, national origin, and religion, but does not include sexual orientation. Your state's anti-discrimination laws may protect you; currently, 21 states include sexual orientation in their employment non-discrimination laws and 18 states & D.C. also prohibit discrimination based on gender identity. In July 2014, President Obama signed an executive order banning federal contractors from discriminating based on sexual orientation and gender identity, protecting millions of private sector workers employed by companies doing business with the federal government, regardless of what state they work in.

HOT NEWS: Pass FAMILY Act Now!

This summer, 9to5 and other organizations are launching a movement to raise awareness and support for the FAMILY Act. This bill would transform work-family flexibility by creating an insurance program to provide paid family and medical leave when people need time to care for themselves or a family member with a major illness or injury or for a newborn or newly adopted child.

Under current law:

- Just 12 percent of U.S. workers have paid family leave through their employers, and less than 40 percent have personal medical leave through an employer-provided disability program. (Source: National Partnership for Women and Families)
- The United States is 1 of only 4 countries in the entire world that does not provide paid maternity leave.

Ways you can get involved in 9to5's Women's Equality Day of Action, August 26:

- Find a festival, community event, or farmer's market that will be taking place around August 26, or a busy grocery store or park.
- If applicable, check on rules to set up a table and distribute materials.
- Get your 9to5 Day of Action toolkit, with info cards, pledge cards, 9to5 stickers, and more at www.9to5.org/toolkit.
- Recruit a friend or 9to5 contact to join you for your outreach.
- At the event, start conversations with people in your community about paid family and medical leave insurance. Hand out info cards and ask people to sign cards pledging to take action.
- Send the pledge cards, pictures, and your stories and experiences to 9to5 to continue building our networks and power.
- For more information, contact your local chapter in CA, CO, GA or WI. If you live in other states, contact lindsey@9to5.org.

White House Summit on Working Families

9to5 member Shelby Ramirez could only bring herself to order guacamole and chips when taken on a surprise lunch with President Barack Obama. He insisted she order more to which she replied, “With all due respect, Mr. President, I’m having lunch with the President and my tummy is not feeling too well right now.” Shelby was selected to join President Obama because of her personal experience needing paid family leave; he shared her story with the 1,500 participants at the White House Summit on Working Families.

On Monday, June 23, an incredible delegation of members and staff represented 9to5 at the Summit. The full day was spent with other activists, advocates, and elected officials discussing solutions to the issues 9to5 has spent years advancing: equal pay, family-flexible workplaces, and an end to workplace discrimination.

9to5’s White House Summit delegation included members Kim Schofield, Rev. Harriet Bradley, Shelby Ramirez, Shannon Derby, Yeisha Chappell, Mary Campbell, Ife Floyd, Valencia Campbell, Beth Roma and Ellen Weiss; 9to5 national staff Linda Meric, Linda Garcia Barnard and Cindia Cameron; State Directors Erin Bennett, Martha De La Rosa, and Charmaine Davis; as well as 9to5 partners from the advocacy, business and legislative communities.

9to5 member-activists weighed in on solutions for the workplace issues they are directly affected by.

“I was once asked if one person could change the world. I thought, ‘Of course not.’ But being part of 9to5 Colorado, I know one person can pave the way in changing the world with an organization such as this on your side,” Shelby wrote in a blog after the event.

It was the efforts of 9to5 and our partner organizations that raised these issues to the national spotlight. And it is our efforts that will turn these solutions from conversation into reality. ■

Hear from other members about their inspiring experiences at the White House Summit:

“Words cannot express the excitement that I experienced at The White House Summit. Hearing the hearts of the President, First Lady, Vice President and Second Lady concerning working families was very touching. They haven’t forgotten what it was like to be a ‘normal’ working person. I left the Summit with a renewed hope that things like a minimum-wage increase and family-friendly workplace policies will be enacted very soon!”

– Rev. Harriet Bradley, Atlanta, GA

“It was incredible to hear from the President, Vice President and his wife and Mrs. Obama all in one day! I loved the Summit’s emphasis on the importance of changing workplace culture to foster greater support for family-friendly workplace policies in companies all across the country. I plan to continue meeting with my legislators – old and new – on these critical issues. As Valerie Jarret said, the summit is ‘not just a moment, it is a movement.’”

– Valencia Campbell, Fort Washington, MD

“Attending the Summit was so important to me because I am a working woman and I want all working women to have the best workplace environment and experience. It was an amazing experience.”

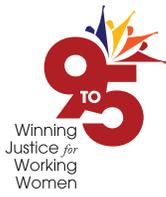
– Shannon Derby, Two Rivers, WI



President Barack Obama has lunch with Colorado chapter member Shelby Ramirez. Official White House photo by Amanda Lucidon.



Members of 9to5 shared their stories & experience at the White House Summit for Working Families.



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

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Fall for Workplace Giving!

It's not too late to support 9to5 at your workplace! Autumn is traditionally the time of year when employers highlight charitable giving programs for employees.

With workplace giving, you can support us with a one-time donation at work, or with regular deductions from your paycheck.

Many employers offer giving programs as a way for donors to connect with the causes they value — and your employer may even match your gift.

If your employer does not yet offer workplace giving, ask your Human Resources manager to find out how you can help start a program. Call 1-800-669-0769 for more information. ■

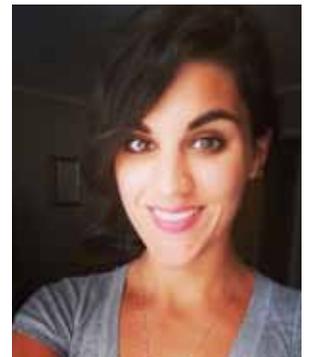
MEMBERSHIP DRIVE REPORT

The 2014 membership was a huge success. With your help, 9to5 surpassed our fundraising goal and increased contributions by more than \$4,000 from last year. Several members participated in our spring membership drive, recruiting in high numbers. Jackie Parkins, in Denver, recruited 10 new members. Here's why Jackie says recruiting engaged members is important to our cause:

"I joined 9to5 Colorado because I believe that until we change policy in this country, working women and families will continue to struggle in a system that is often stacked against them. Teaching women how to negotiate salaries, access services, effectively deal with harassment, and to generally "lean in" is not enough to fix the problems we face in our workplaces and our lives. If we truly want to transform our society, we must also change policies at all levels. 9to5 understands this and builds power from the grassroots to affect that change that working women need, not what politicians think we need.

Recruiting members is one way of building that power, giving folks opportunities to speak up, take action, and be fully aware of the decisions being made daily that affect us. Through member recruitment, I can talk to folks about what their stories are, what they want and need, and how they can better join with others to achieve those ends when it looks impossible on your own. I'm always proud to talk about the work I do with 9to5 and ask folks to join us."

~ Jackie Parkins,
 Denver CO



Join 9to5 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 Newslite.

- 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 gift.

Name: _____

Address: _____

City: _____

State/Zip: _____

Phone: _____

Email: _____

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