



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.

Urge President Obama to Ban the Box!

Find out more about this issue and 9to5's recent victories across Georgia on page 2 (Hot News!)

Families Need Relief Now!

More American families are struggling to make ends meet, even as worker productivity increases. Gone are the days when increased productivity led to higher wages and an improved standard of living. Instead, CEOs and corporate shareholders pocket billions while they pay workers in low-wage jobs so little that their families have to rely on public assistance. It's not just the lowest-wage workers who are falling behind. The number of salaried employees guaranteed overtime pay has shrunk.

9to5 member Jennette worked long, hard hours at a group home but she never earned overtime. Folks like Jennette are putting in extra hours, but aren't being paid for that work. Because the threshold for overtime pay — the salary level up to which employers have to pay overtime — hasn't been updated in 40 years, it's

now less than the poverty line for a family of four. Add that the U. S. is the only industrialized nation in the world that doesn't provide paid leave for new parents, and families are at the breaking point. It doesn't have to be this way! 9to5 is organizing for higher minimum wage, stronger overtime protections, paid leave and sick days, protections for workers who unionize to improve their workplaces — all policies that will boost wages and strengthen the middle class. More money in employees' pockets means more customers for businesses, more job creation and a stronger economy for everyone. From protecting FMLA in Wisconsin to raising the wage in California, our members are making real changes that impact working families. Get involved now in 9to5 and raise your voice with us. www.9to5.org.

VICTORY! Residents and 9to5 Activists from Denver celebrate the opening day of route 4 for the Westwood community. The bus route was discontinued and 9to5 members worked diligently for more than a year to get the route reinstated.





Renitta Shannon, 9to5 Atlanta

Donor 9to5 Gets the Work Done

Renitta Shannon is a 9to5 monthly Movement Builder donor in Georgia, who first learned about 9to5 when she moved to Atlanta. A friend and Jobs with Justice member recommended 9to5, and nearly four years later, Renitta remains grateful for the tip!

“I give to 9to5 every month because 9to5 gets the work done! Being involved with the Family Care Act campaign, I can see that we have a structure that gets tangible results. We’re efficient and effective in moving forward, and you don’t always see that.”

Along with her activism in 9to5, Renitta serves on the board of NOW, takes

part in the “Fight for \$15”, and is active in the intertwined movements for racial, gender and economic justice.

“I always tell people about 9to5 and how it is such an easy organization to plug into and have an effect. There is something for everyone at 9to5. We pull women into the political process in order to make a difference.

Through giving my time and donating each month, I feel that I am accomplishing something great. We are moving progressive legislation forward which make a change in women’s lives and working families’ lives— that is a big deal for me!

Our monthly **Movement Builder** donors provide a source of steady, reliable and crucial support to 9to5, allowing us to continue winning justice for working women. Join as a monthly donor by calling **404-222-0001** or visiting **9to5.org/movement** today!

Dear Helpline

I was promoted from cashier to assistant manager, but I now earn less. We all work 45 or 50 hours/week. I used to get overtime pay, but now I don’t. Is it legal to pay me less now that I’m a manager?

The short answer is probably yes. The Fair Labor Standards Act (FLSA) requires overtime pay (time and a half) for hours worked over 40 per week only for ‘non-exempt’ workers. As an assistance manager, you may be ‘exempt’ from overtime pay. Your job duties must fit the FLSA requirement for executive/manager exemption. To meet this definition, your primary job duties must be managing other workers, and you must have the authority to hire, fire, promote and discipline others. To confirm whether your job meets the criteria for ‘exempt’ worker, call the US Department of Labor at 866-487-9243.

HOT NEWS: Take Action: Ban the Box, urge the president

Many job applications ask discriminatory questions about criminal history. More than 70 percent of applicants who check this box are immediately screened out of hiring processes — regardless of their skills and qualifications. 9to5 is committed to ending all forms of employment discrimination. In 2011 we joined the national Ban the Box movement to win fair hiring practices for people with criminal records.

As incarceration rates in the United States have become the highest of all industrialized nations, women have been greatly impacted. The number of women in prison in the U.S. increased by 646 percent between 1980 and 2010 — from 16,000 to 113,000 people. This devastating trend has created a crisis as more women experience barriers to employment, and increased



challenges to support their families.

In the four years since 9to5 Georgia has joined this movement, we’ve led and supported successful efforts to pass fair hiring policies in five cities, and on the state level, making Georgia the 13th state to Ban the Box!

Now it’s time to take fair hiring practices to the federal level.

Sign our petition urging President Obama to Ban the Box for federal employees and contractors at 9to5.org/petition.

CHAPTER UPDATES:



California Minimum Wage Victory

9to5 Los Angeles and our partners are celebrating a major victory! The LA city council voted in May to raise the minimum wage to \$15/hour by 2020, along with new wage theft protections. We are proud of this dual victory. Paying workers a living wage is crucial. But higher wages without strong enforcement is meaningless for the workers who lose \$28 million per week in stolen wages through wage and hour violations like unpaid overtime, working off the clock, and paying employees as contractors.



Colorado's 2nd Annual RLC

9to5 Colorado's 30 grassroots leaders learned skills of storytelling, grassroots fundraising and how to build winning campaigns. The weekend included training on racial and reproductive justice; a field trip to learn about gentrification and supporting a renter's rights campaign; and concluded with an award ceremony honoring seven outstanding leaders. Pictured left: a guest panel of activists from Denver spoke to members about intersectionality, racial justice and the connections between economic justice and reproductive rights.



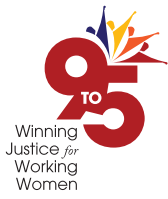
Equal Pay Outreach in Georgia

9to5 Georgia recognized Equal Pay Day with a panel of women legislators and candidates talking about how to include issues like equal pay into a platform for political office. It was an awesome discussion attended by dozens of people. Chapter Director Charmaine Davis wrote a blog for Equal Pay Day that encouraged readers to use the Rhianna-inspired hashtag **#betterhavemymoney** to share how the wage gap impacts them. The blog and hashtag helped increase traffic to 9to5's website by over 300%.



Rallying Forces in Wisconsin

9to5 Wisconsin rallied members of the Keep Families First (KFF) coalition, elected officials, and a worker who would lose his family leave access if the WI Family and Medical Leave Act (FMLA) was repealed, at a June 16 press conference at the state Capitol. Business lobbyists continue their efforts to repeal the state law, which provides more flexibility and coverage than the federal FMLA.



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Another Successful Membership Drive!



Thank you, and welcome, to all of you who joined or renewed your support during our annual membership drive, which ended April 30!

The membership drive unites 9to5 members in our goal of building a broad base of power. 9to5's strength lies in our membership.

We want to hear your stories, concerns and ideas! Contact us at 9to5@9to5.org.

Didn't get a chance to join or renew during the drive? It's never too late to become a member, renew your support or make an additional gift! Fill out the attached form, or visit 9to5.org/join today!

Join or renew your 9to5 membership today and:

- Receive our quarterly Newsline magazine
- Access exclusive health-related benefits
- Participate in leadership conferences and trainings
- Take action to expand workplace rights & family friendly policies
- Connect with working women, activists, & resources across the country



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 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

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