



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 turns 40 this year!

Celebrate 40 Years of Winning Justice for Working Women! We're excited about our 40th anniversary and we want to share the celebration with you. Save the date to attend one of our three anniversary events on **9.25.13**. **Look for details inside.**



Winning Justice for Working Women: 2012 and Beyond

As 9to5 prepares to observe our 40th anniversary, we have a lot to celebrate right now. In 2012, we

- won a “Ban the Box” campaign that took the question about past criminal convictions off the City of Atlanta’s employment application,
- led collaborative efforts that reached 200,000 voters in the weeks before the election in Colorado,
- won an end to the misclassification of county workers as “dependent contractors” in California,
- organized low-wage women to speak out for child care and living wage jobs in Wisconsin, and
- mobilized thousands in 21 cities across the country to support paid sick days.

So what will 2013 bring? We will continue to build political power and hold our elected officials accountable to deliver policy changes that our members and working families need.

It’s time to move forward on issues that matter to low-wage women and families — good jobs with fair wages, health care and family-flexible policies like paid sick days and family leave insurance; pay equity and an end to discrimination; a strong safety net, and a budget that protects services for low-income families.

9to5 will continue to organize, and lift up the voices and leadership of low-wage women. Now is the time for real change. Resolve now



Top: Bria Grant, 9to5 Milwaukee member, speaks out about the need for affordable childcare.

Bottom: Marilyn Winn, 9to5 Atlanta member and chair of Reformed Citizens, testifies in support of 9to5’s “Ban the Box” campaign.

Photo is courtesy of Al Viola, 9to5 Atlanta member.

to get involved in 9to5’s campaigns to fight for decent paying jobs with benefits where all workers are treated with dignity. Contact your local chapter or visit www.9to5.org. ■



Pictured on the left is Yolanda Bucio. Yolanda, a member of 9to5's Action Network, is sharing information about Paid Sick Days in Houston, TX.

It was Empowering: I Can't Wait to Do it Again

By Yolanda Bucio

I am a 9to5 member and moved to a state without a chapter. So, I decided to become active in 9to5's Action Network. The Action Network is made up of members from states and cities without a chapter who still want to be involved and make a difference in their community.

For my first event, I participated in the 9to5 National Day of Action. I set up a table at my local library and handed out information about Paid Sick Days. I was extremely nervous because I haven't done this in ages, and I felt that I didn't know enough about Paid Sick

Days. But I convinced myself that I knew enough to advocate the benefits of it.

It went extremely well, despite my being really nervous. I even stumbled over some of my sentences at times. But most people were extremely supportive, friendly, and polite, and yes, some were argumentative!

It was fantastic to spread the word and to volunteer again for 9to5. It was also empowering to motivate others to support Paid Sick Days, and it felt great when people wanted to learn more about 9to5. I can't wait to do it again, no matter the obstacles. ■

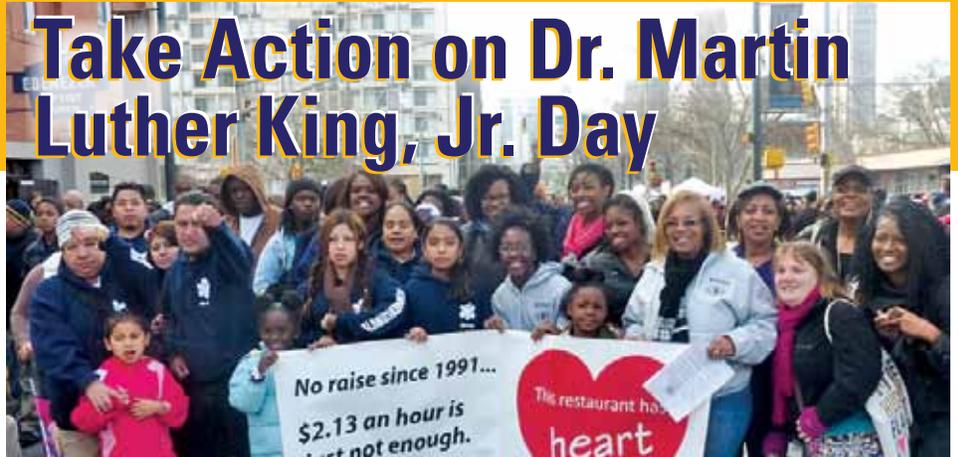
Dear Helpline

Several of my co-workers and I believe we could have more family-friendly policies in our workplace. Can my boss fire me for passing around a petition or asking for a meeting to discuss this?

The National Labor Relations Act (NLRA) gives non-management workers the right to organize as a group about wages, hours, and working conditions, without fear of retaliation or disciplinary action. The NLRA does not protect you as an individual—only if you are working in a group. This law covers most private companies, but not government employees. Working as a group—circulating petitions, writing group letters, and asking for open meetings with management—will also demonstrate that the issue matters to many employees, and make those in charge more responsive.

For more information about group strategies and the NLRA, call 9to5's Helpline at (800) 522-0925.

Take Action on Dr. Martin Luther King, Jr. Day



9to5 members march during the 2012 MLK, Jr. Day Rally which drew thousands of participants to downtown Atlanta. We hope you will join us for 9to5's 2013 MLK Day of Action this year.

For 40 years, 9to5 has been fighting against discrimination and for the fair treatment of all people. In honor of Martin Luther King, Jr. Day, 9to5 members will be joining local rallies and events to show support for equality, increased protection against workplace discrimination and our commitment to fight for working families.

What can you do?

1) Show your support for equality by participating in a local MLK Day event.

2) Wear your 9to5 sticker and get folks to sign our Commitment to Equality pledge card.

3) Sign up for 9to5 Action Alerts online and make sure to participate every time!

If you are interested in participating in the MLK Day of Action and want to receive our toolkit with Commitment to Equality pledge cards and stickers, please contact our Action Network organizer at Valerie@9to5.org or (404) 668-0164. ■



9to5 Turns 40! Celebrating 40 Years of Winning Justice for Working Women

9to5's successes over the last 40 years have had a life-changing impact on the lives of low-wage working women and their families. Our strength and longevity come from our members organizing for change on the issues that affect their lives. We've accomplished so much. We are a viable, vibrant organization because of you—our incredibly determined, strong and empowered 9to5 members.

“Joining 9to5 is life-changing. We really have an impact on the world.”

~ Claudia from Atlanta

In 1973, a group of female office workers, fed up with earning less than men, being harassed by male co-workers and passed over by management, mobilized to change

the way they were treated and paid. The group organized around grievances; terms that didn't yet exist-- sexual harassment, pay equity and family leave. Forty years later, 9to5 has emerged as one of the largest, most respected national membership organizations of working women in the U.S.

“No one else is doing the work that we are doing. 9to5 is a really unique and important organization.”

~ Laura from Milwaukee

Today our members are still primarily women, most of them work, sometimes more than two jobs, to take care of their kids and make ends meet. Despite the challenges of balancing work and family, 9to5 members have connected their

own struggles to the larger national movement of improving the lives of low-wage working women across the country. These women are superheroes in their communities.

“For me, 9to5 has been an opportunity to learn how to stand up for myself on the job, to gain basic organizing skills and the ability to speak in public; to do all kinds of things I don't think I would have had the chance to learn in any other setting.”

~ Judith from Rhode Island

Please join us to celebrate our history and achievements at one of our anniversary events on **9.25.13**. Look for more details to follow at www.9to5.org. ■



9to5 Gets a Facelift

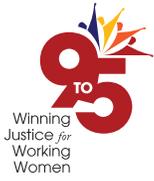
One of the many ways we are celebrating our 40th milestone is the launch of our new look and website this year. 9to5.org got a total redesign — it's more than a facelift, it's a major improvement in functionality that we hope will make the site easier to use. We hope you'll have an opportunity to check it out and if you like what you see, please share it with your friends, family and co-workers. Visit www.9to5.org.

Are You a Founding or Original Member of 9to5?

If you were a founding member or one of the first to organize in your city around working women's issues—or you are the child, grandchild, relative, or friend of someone who was—we want to hear from you. Or if you are a 9to5 member and you want to tell us what 9to5 means to you, please email pr@9to5.org and share your story.

Give a Gift

Make a special anniversary contribution to build a foundation for the future so that we can continue to advance women and strengthen families—because together, we can build a better world for everyone. Go to www.9to5.org.



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The Power of One

When Jessica Smith was three-years old, she suffered a stroke. Her mother did what millions of working parents in this country can't do—she took paid time off to care for her child. Quickly however, she used up what little time she had and was forced to take unpaid leave.

Struggling to balance work and family responsibilities took a toll on Jessica's mom. Not only was she worried about the health of her daughter, but she also spent her days stressing about paying bills on less income and even losing her job.

Twenty-three years later Jessica, now an intern with 9to5 and a graduate

student at the University of Denver, petitioned Jim Lehrer, host of the October 2012 presidential debate, to question the candidates about paid sick days and family leave insurance. Her reason was personal. "I want to make sure that working parents don't have to struggle like my own mom did."

Jessica's petition on Change.org got almost 4,500 signatures. Despite the number of supporters, her question wasn't raised in the debates. She did succeed, however, in bringing national attention to the fact that millions of Americans don't have access to a single paid sick day. Her compelling story was picked up by the



Jessica Smith is an intern with the 9to5 Colorado office. She is currently working on her master's degree.

Washington Post, Huffington Post and The Denver Post. It's emblematic of how powerful and engaged our members and interns are on the ground organizing for change. ■

Want to contact us?

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

facebook.com/9to5org

twitter.com/#!/9to5org

flickr.com/photos/9to5org

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.

Name: _____

Address: _____

City/State/Zip: _____

Phone: _____

Email: _____

Mail to: **9to5, 207 E. Buffalo Street, Suite 211, Milwaukee, WI 53202**