



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.

**TAKE ACTION**  
*Who writes the working women's agenda?*  
**You do!**

Have you experienced wage theft or workplace discrimination? Had an unpredictable work schedule that made it impossible to arrange childcare or count on your paycheck to pay the bills? Needed to sacrifice pay to care for yourself or your family?

9to5's campaigns—and our collective power—come from members like you. Share your experiences with workplace injustices—or your story about the positive workplace policy that helped you or your family—at [9to5.org/story](http://9to5.org/story)!

## 'Ban the Box' is a win for women

**O**n November 2nd, 9to5 celebrated a huge victory as President Obama signed an executive order to Ban the Box to create a more level playing field for people with criminal records. Members spoke up and the White House listened.

This victory rests on the tireless work, powerful stories, and generous donations of 9to5 members. During the summer and fall, 9to5 and allies collected and sent the White House over a hundred thousand petition signatures, calling on the President to pass this executive order.

But as this major accomplishment is

celebrated, the fight is far from over. President Obama's executive order impacts only federal hiring practices. The fastest growing segment of the prison population is women and when hiring practices discriminate against people with records they hurt families, communities, and the nation.

It's going to take hard work to Ban the Box on federal contracts, in additional states and municipalities, and with private employers. But as long as 9to5 members and allies stand together to continue the fight, creating change is possible.



9to5 Georgia Members spoke up and the White House listened.

# Speak Your Mind, Even if Your Voice Shakes: New board member Yolanda Bucio shares her story



Yolanda Bucio, 9to5 National Board member

The first time I canvassed with 9to5, I was shaking. I pulled it together by reminding myself, “Just express why you care about 9to5. Tell them why our solutions benefit not only workers but employers as well.” In daring to step out of feeling terrified and invisible, I found that others enthusiastically agreed with me and wanted to support 9to5’s vision. I learned that one small voice can make a difference by gathering others who believe in equity and justice. We’re so much stronger when we stand together.

Several years have since passed and I’ve become very involved in 9to5’s Action Network in my hometown of Houston, TX, and recently I was asked to join 9to5’s National Board. Once again, those old insecurities bubbled up. My initial impulse was an emphatic “no way” until I was reminded of my first day canvassing. I was reminded how much stronger we are as a collective and how my voice has made a difference time and time

again.

My goal as a board member is to encourage others to speak their

mind even if their voices shake. This is what 9to5 has done for me and for so many others. When we all stand together, I know from experience that fear disappears and justice prevails.

## Dear Helpline

**I’m pregnant and job hunting. When should I tell a future employer about my pregnancy?**

The Pregnancy Discrimination Act makes it illegal for employers to ask if you are pregnant or to use your pregnancy as a reason to not hire you. However, pregnancy discrimination is common. If you are able, wait to discuss your pregnancy with your employer until after you have started your new job. If you are denied a job on the basis of pregnancy, you may file a claim with the Equal Employment Opportunity Commission (EEOC) for discrimination.

After being hired, find out company policies regarding pregnancy and temporary disability leave. As a new employee you will need to negotiate for time off. The federal FMLA applies only to people who have worked at least one year for their employer (and only for employers of 50 or more workers). Contact the 9to5 Helpline (1-800-522-0925) for tips on negotiating a maternity leave.

## HOT NEWS:

### Time to make discrimination against LGBTQ Americans illegal!

Did you know that in twenty-nine states, workers can be legally fired based on their sexual orientation, and in thirty-two states based on their gender identity?

The discrimination doesn’t end there. Many LGBTQ people face discrimination in housing, schools and public accommodations, with no legal recourse.

The Equality Act is a federal bill to provide broad anti-discrimination protections to the lesbian, gay, bisexual,

and transgender communities. Visit [9to5.org/EqualityAct](http://9to5.org/EqualityAct) to be connected to our online advocacy tools and find out if your U.S. Senators and Representative support the Equality Act. If they do, thank them – otherwise, urge them to co-sponsor this important legislation.

These forms of discrimination have serious effects on LGBT families and communities. 9to5 member Deb shares, “*Compared to the general population, transgender women like myself are four times as likely to have yearly incomes of \$10,000 or less. Change is needed now to improve economic security and equal opportunity for all, including LGBT people.*” (Read more about Deb’s story, part of our Faces of the Wage Gap series, at [9to5.org/wagegap](http://9to5.org/wagegap)).

Contact your legislators today and urge them to support the Equality Act! Check out our online advocacy tools at [9to5.org/EqualityAct](http://9to5.org/EqualityAct).



# CHAPTER UPDATES:



9to5 California celebrate huge success.

## California wage theft victory

Since 2009, 9to5 California has testified for stronger policies against wage theft. There have been fierce protests, rallies and grueling 400 mile trips to hearings at the state capitol in Sacramento. Finally, we can celebrate! After four long years, the anti-wage theft bill SB 588 has been signed into law by the governor. This bill has shifted the balance of power to give the state labor commissioner real teeth—the ability to enforce collection for workers throughout California.



9to5 Georgia trains women to make big changes in their communities.

## Georgia voter turnout stronger than ever!

Thanks to 9to5 Georgia's efforts, we were able to increase voter turnout in the metro Atlanta cities of East Point and Smyrna. By going door-to-door and speaking on the phone with working women, as well as hosting a townhall, we were able to mobilize underrepresented groups by engaging with voters around our state's minimum wage, the Family Care Act, and Ban the Box. Continuing to stay involved in those two communities, 9to5 is encouraging women to run for local offices and staying in close touch with legislators, reminding them to stay on the right side of working families in Georgia.



9to5 Wisconsin continues to keep up the fight for the Wisconsin Family and Medical Leave Insurance Act.

## We're building the movement for better lives in Wisconsin

In September of 2015, the Keep Families First Coalition, led by 9to5, announced the introduction of a Wisconsin Family and Medical Leave Insurance Act (WIFI). This Act would allow families to take paid leave to maintain economic stability during a family health crisis or following the birth or adoption of a child. 9to5 will keep making progress in the fight for better work and family policies in WI and across our nation.

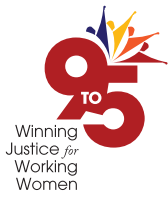


9to5 Colorado meets with Representative Dianna DeGette.

## Colorado 'Stand with Women'

9to5 is on the forefront of a brand new Stand with Women coalition in Colorado, which has launched a campaign pushing state elected officials to create policies that support financial stability and truly meet the needs of women and families. During the 2016 legislative session, we will be proposing legislation to support pregnant workers.

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, call **404-222-0001** or visit **9to5.org/movement** today!



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## We did it!

Reflecting on the past year at 9to5, we have so much

to be grateful for. One of the things we're most grateful for is you. Your activism and support for our work sustain us and help us build power.

December is always an important month for our fundraising goals and this year, you helped us raise more than ever before so we can start 2016 off with a bang!

Your support is critically important. Many of our programs and campaigns are totally dependent on contributions from individuals.

It's Thanks To You that 9to5 continues to

train a cadre of fierce grassroots leaders who are leading campaigns across the country for worker justice.

It's Thanks To You that 9to5 reaches tens of thousands of women each year with workplace know-your-rights and voting rights information, resources, and ways to take action and make change.

It's Thanks To You that 9to5 brings women together locally and nationally to organize, win policy change and improve the lives of millions.

Give yourselves a huge round of applause for putting us over the edge and continuing to build our membership!

### 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 and family friendly policies
- Connect with working women, activists, and 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

### Want to contact us?

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

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