



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.

**TAKE ACTION**  
**Take the pledge to register 5 people to vote**

Election results determine everything from whether our country goes to war, to our kids' school lunches. The officials we elect—and hold accountable—can establish paid family and medical leave, raise the minimum wage, and prioritize the needs of women and families!

Take the pledge: help five people in your life get registered to vote or update their voter registration - and make sure they cast their ballot in November!

Sign up at [9to5.org/voterpledge](http://9to5.org/voterpledge) and we'll be in touch with tips and tools!

## Building People Power in 2016 and Beyond

**W**e're in the midst of a presidential election year, as if we could forget! Every member of the House of Representatives and 34 members of the Senate will be up for election. Numerous local matters will also be on ballots. At 9to5, we know that every election is important and this is no exception.

For 9to5, voter engagement goes much deeper than drumming up fervor for a particular candidate. As Kim Schofield, a Georgia Board Member, explained, "Voting is not an option, it's a lifestyle. We have a responsibility to model civic duties to our children. In the neighborhoods we're working in, there's hesitancy to vote because people don't think their voice matters. 9to5 is here to change that."

By focusing on working women and the formerly incarcerated (some of whom don't know they can vote), 9to5 works to ensure that traditionally

disenfranchised voters get a fair shot.

Wisconsin member Shantel Carson stepped up with 9to5's paid Community Internship Program (CIP). She said, "I've been learning the skills I need to launch and win campaigns for justice in the workplace. Engaging with voters is an important piece of the larger puzzle."

"As we pound the pavement and engage with our neighbors about the issues that matter, our feet will hurt and our voices may get hoarse," Executive Director Linda Meric, a veteran of economic and social justice movements, acknowledges. "Know that you have a committed team behind you every step. Drink water, take deep breaths, and remember we're all in this together."



## Amber's Story:

# How Public Assistance Helped This Mom Make Ends Meet

I still keep my electronic benefits (EBT) card with my other sentimental items like movie tickets and family photos. While I was a new mom and struggling to make ends meet, going to school and working 20-30 hours a week, public assistance helped keep my family afloat. I look back with fondness and recognize the immense blessing it was to be able to afford the birth of my son, care for his thyroid condition through Medicaid, and not have to worry about where our next meal was coming from. Government assistance programs helped me pay the bills, finish school, and create the life I wanted.

When I heard about 9to5's focus groups on improving public assistance and low-wage

work, I knew I had to be part of it. As participants in the focus groups (held in Colorado, Georgia and Massachusetts), we were part of the story collection that lays the groundwork for life-changing policy initiatives. Being in that room with so many other parents was validating, healing, and empowering. We knew our voices mattered and that the findings are not just going to wind up in some dusty report. Our words will continue to shape better policies for all parents.

Right after the focus group, I became a member of 9to5! I'm so thankful for this experience, for being heard, and for the



*Amber, focus group participant in Atlanta*

opportunity to listen. Now, let's roll up our sleeves and get to work!

## Dear Helpline

**My boss says I'm a contract worker, but I have the same duties as a regular employee. Does it matter?**

Yes, it does. Employees' and contractors' taxes are very different, so it's important to be classified correctly. For example, if you take orders, receive training, or are on the payroll at your organization, you are an employee. If you perform a job independently and/or bill invoices, you're a contractor. Employers must withhold income taxes, withhold and pay Social Security and Medicare taxes, and pay unemployment tax on employees' wages, but not for contractors. Therefore, contractors' taxes are higher. Workers who have been wrongly classified as independent contractors can file Form 8919, Uncollected Social Security and Medicare Tax on Wages with the IRS to determine how much tax their employer owes on their behalf.

## HOT NEWS:

### It's that time of year again! You've finally made as much as a man did...last year.

**A**pril was Equal Pay Month, which represents how far into the new year women have to keep working to earn on average what men earned just in the previous calendar year. Women of color, moms, women with disabilities, lesbians, bisexual women, and transgender people have to work even longer to catch up. If you take a look at the lifetime wage gap, it's between \$365,000 and \$1 million depending on race.

It's not always as simple as men

getting paid more for the same work, although sometimes it is! It may be rooted in women not being offered promotions, or because what's traditionally considered women's work isn't valued, or because of a lack of access to paid leave. This is all to say that there are many reasons why the wage gap exists.

This Equal Pay Month, we didn't just imagine a better life for all women but we took steps to make it happen! Across the country, 9to5 is continuing to take action to close the wage gap and level the playing field for all people. Find out more by visiting [9to5.org/equalpay](https://9to5.org/equalpay).



# CHAPTER UPDATES:



9to5 members and legislators at the Equal Pay Can't Wait press conference.

## Colorado

9to5 Colorado member Lily Griego urged lawmakers to “stand with women, support equal pay for equal work and end the race and gender gap” at our Equal Pay Can't Wait press conference that kicked off the 2016 legislative session. 9to5 supported five bills that were introduced to advance best practices in making pay equity a reality for women across Colorado.

## California

High school students in the Bay Area get a treat each April as 9to5 San Jose delivers a lesson about Equal Pay– along with 79% of a cookie! 9to5 San Jose and the Coalition for Equal Pay reached almost 6,000 students with not-quite-complete cookies and lesson plans to help students consider causes and solutions to the wage gap.



9to5's DC Turnout Team member Val Campbell testifying for paid leave.

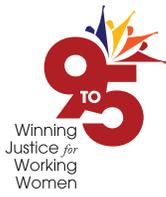


9to5's “79% of a cookie” campaign.

## Action Network

Val Campbell, representing 9to5's DC Turnout Team, testified at a February city council hearing in support of Washington DC's Paid Family and Medical Leave ordinance. Val says, “Given the packed hearing room and the lines outside, the Council clearly recognized the importance of this issue for all of us waiting to speak. I believe the powerful stories from directly impacted families made a deep impact on the Council members.”

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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# Membership Matters!

I don't have to tell you this but Membership Matters! As a grassroots organization, members are the lifeblood of 9to5. We are the ones who set the course for 9to5 campaigns, speak truth to power, and win big!

From February 15th to March 31st, 9to5's Membership Matters Campaign was in full effect and guess what? We brought on hundreds of new supporters because of you! Members across the country renewed their memberships, encouraged their friends to sign-up, and reached out to people in their communities who have a vested interest in furthering

the vision of 9to5 that brings all working women to the table.

We thank each and every one of you for your membership and for helping 9to5 grow into what it is today. Together, we're setting the course not only for 9to5's future, but also our country's future. We are the history makers and I feel honored to be standing with each of you.

*Gloria Smith*

Gloria Smith, National Board Chair



## 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 gift.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Mail to: **9to5, National Association of Working Women**  
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