



WOMEN IN ACTION

San Angelo Business and Professional Women's Club

WOMEN IN ACTION

For August 2007

FROM OUR PRESIDENT

Mission: Building our Future on the Shoulders of our Past

The summer is almost over and planning for our new year is underway. For those of you who missed our picnic in July, attendees had more than enough food and camaraderie. Jerrie S. went beyond the call of duty preparing her home for our picnic. Thanks so much Jerrie!

Our next meeting on August 9th has our own Shirley speaking about the Polio epidemic in the 1940's-50's and the after effects that many are beginning to experience with Post-Polio. Did you know that not everyone who developed polio had muscle paralysis? That some people may have had Polio and not known it? Shirley has some really interesting facts, so if you know anyone who might benefit from hearing her speech, please invite them to our meeting. You might just save their life!

Glenna Haskell, Region 6 Director, is having a planning meeting on August 18th in Midland. More details are on page 6. If you are interested in making the drive with me, please let me know. Everyone is welcome to attend.

Our next networking lunch will be on August 28th at China Garden. If you have never attend one of our lunches, please make plans to come and bring a friend or co-worker. Cost is \$10.00 and we make use of the buffet. Everyone is allowed a two-minute infomercial on themselves, their business, whatever they want to talk about. This is not a BPW meeting. We just sponsor the lunch.

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It is time to start planning our Woman of the Year, Caduceus and Women to Watch Awards Banquet during National Business Women's Week in October. Please start thinking about that special member you would like to nominate for the Woman of the Year or Caduceus Award. Our friends and non-members are eligible for the Women to Watch, so now is the time to think about who you would like to nominate and start making notes about all the volunteering activities they are and have been involved in.

The Tom Green County Elections Office is scheduling classes for Voter Registrars on August 23rd and September 17th. If you would like to help our club with voter registrations, please call the Elections office at 659-6541. The next election will be November 6, 2007. They are still in need of some Precinct Judges, Alternate Judges, and other Poll workers. So far the November election will have Texas Constitutional Amendments. There is also discussion about San Angelo City Charter issues and SAISD issues that may be addressed on this ballot. I was a Precinct Election Judge for the first time in the May 2007 election. It was a long day that went by fairly quickly and was quite fulfilling and interesting. Mary Blakeley was a clerk for me.

Our BPW club has many opportunities to serve our community throughout the year and we are always looking for other areas where we can help. If you have any ideas, please let your officers know.

Looking forward to seeing everyone at our meeting on August 9th.

Tricia A., President

WOMEN IN ACTION is the monthly newsletter published for the San Angelo Business & Professional Women's Club.

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Tricia A.

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New TEXAS PLEDGE effective September 1, 2007

"Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."

BPW/USA, BPW/Texas and Region 6 News



Business and
Professional
Women/USA

The Healthy Families Act

The Healthy Families Act would provide full-time employees with seven paid sick days a year to be used for their own medical needs or to tend to the medical needs of a child, spouse or parent. Part-time employees receive a pro-rata share of paid sick days.

Important Features of The Healthy Families Act:

Eligible Employee: Employees who work at least 20 hours per work or 1000 hours annually.

Covered Employer: All employers (public and private) with at least 15 employees.

Specifics of Benefit: 7 days of paid sick leave a year for full-time employees and a pro-rata amount for part-time employees. Employees who request at least 3 consecutive days may be required to obtain doctor certification.

Employer Requirements: Employers must post notice of the availability of paid sick leave and how to file an enforcement action; they may not prevent, interfere with, discriminate against or deny the exercise of the employee's right to paid sick leave; they must keep records regarding compliance.

Current Leave Policies: An employer who already provides comparable or better paid leave will not have to modify its benefit plans.

Enforcement: Secretary of Labor has investigative authority.

Why is the Healthy Families Act Needed?

- **Almost half (47%) of full-time, private-sector workers have NO paid sick days**, meaning that 59 million working Americans can't take a single paid sick day to care for their own health.
- **The problem is particularly acute for working women**, who are still predominantly responsible for meeting family care giving needs. Almost half (49%) of working mothers report that they must miss work when a child is sick. And of these mothers, 49% do not get paid when they miss work to care for a sick child.
- **Eighty-six million working Americans do not have paid sick days to use to care for a sick child.** Recent research finds that parents without at-home caregivers need about 4 days per year to care for sick school-age children.
- **More families will be caring for an elderly parent in the future.** As baby boomers head toward retirement, more working families will be faced with providing care for elderly parents. In one longitudinal study, more than a third of Americans (35 percent) had significant elder care responsibilities, and more than a third of this group were forced to reduce their work hours or take time off to provide care.
- **Healthy workers are critical to a healthy, productive, and vibrant economy.** Employers would benefit from reduced turnover, higher productivity, and reducing the spread of contagion in the workplace. If workers were provided just 7 paid sick days per year, our national economy would experience a net savings of \$8.2 billion per year.

Region 6 will hold a planning meeting on August 18th. Please see more information on page 6.

Fall Conference - Midland October 12 & 13th. Patti Humphrey is the committee chair. Patti is hard at work and I am sure she would appreciate all and any help. If you or one of your members would like to help her you can contact Patti at pattih@johnsonmiller.com

Thanks everyone - I will be getting you more information soon.

Best Personal Wishes

Glenna Haskell

Region 6 Director

Meeting:

August 9th

Nacho's Restaurant
5:30 networking, 6:00 dinner,
6:30 speaker

Shirley M.

**The things you should know
about Polio and Post-Polio**

Cost of dinner is \$12.00
Please consider bringing a
guest!

Birthday Wishes

Shirley M. Sept. 1
Liz M. Sept. 30
Laura W. Sept. 22

Just a Reminder - The Ida Gerber Scholarship fund is our local BPW scholarship fund.

Donations to the fund are a great gift!

There was no regular business meeting in July as we held our Picnic. A BIG THANK YOU to Jerrie Seals for hosting the picnic at her home. Leonora & Jamie were presented with gifts to remember San Angelo BPW by and to thank them for all the volunteering they did for our club this past year. They have made it back to Australia safe and sound and are doing well in spite of going from our summer weather to below zero weather there!!



IT'S A GIRL!!

Mary Sue Rachel Marquez

July 5, 2007
7 lbs., 15 oz.
2:45 A.M.

Felix and Joan Marquez



This is something I would rather not send, but Colorado City BPW is disbanding. We are having a farewell dinner on Sept 4 at 7 pm at the Civic Center, and you are all invited to come help us celebrate the life of BPW, just like an old fashioned Irish Wake. You will be getting invitations, and I hope all our friends from San Angelo can attend as our guests. Reservations will be necessary. You will hear more.


Shirley Delaney




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FACT SHEET ON PAY EQUITY FEDERAL LEGISLATION

In 1963, President Kennedy signed the Equal Pay Act (EPA) into law. At the time of EPA's passage, women were earning 58 cents to every dollar earned by a man. EPA made it illegal for employers to pay unequal wages to men and women who performed substantially equal work. The continuous disparity in wages between men and women signifies a need for stronger laws to guarantee women are paid equally. Currently, two important pieces of federal legislation are working towards eliminating the wage disparity:

Paycheck Fairness Act

Sponsored by Sen. Hillary Clinton (D-NY) and Rep. Rosa DeLauro (D-CT), the Paycheck Fairness Act seeks to strengthen the Equal Pay Act of 1963 (EPA) by providing more effective remedies to victims of sex discrimination in the payment of wages.

The Paycheck Fairness Act would update and strengthen the EPA in several ways:

- Toughen the remedy provisions of the EPA by allowing prevailing plaintiffs to recover compensatory and punitive damages;
- Make it easier for an EPA lawsuit to proceed as a class action suit;
- Require the EEOC to survey the current pay data and issue regulations within 18 months requiring employers to submit any needed pay data identified by the race, sex, and national origin of employees;
- Prohibit employers from punishing employees for sharing salary information with their co-workers;
- Tighten the affirmative defense in gender discrimination lawsuits to force employers to prove that a pay differential between men and women is caused something other than sex;
- Strengthen the provision under the current EPA that broadly states wage comparisons must be made between employees working at the same establishment, which allows for courts to interpret the clause to mean same physical place of business;
- Allow for DOL guidelines for employers to voluntarily compare wages paid for different jobs to determine the pay scales reflect the requirements of the jobs and establishes an award that recognizes the advancements of employees;
- Provide increased training of EEOC employees to identify and respond to wage claims;
- Require DOL to reinstate equal pay activities and investigatory enforcement tools for cases of gender discrimination, which have been eliminated under the current administration;
- Establish a competitive grant program to develop training for women and girls on compensation negotiations.

Fair Pay Act

Sponsored by Sen. Tom Harkin (D-IA) and Del. Eleanor Holmes Norton (D-DC), the Fair Pay Act amends the Fair Labor Standards of 1938 to prohibit discrimination in the payment of wages on account of sex, race, or national origin, and seeks equal pay for women working in female-dominated jobs with equivalent in skills, effort, responsibility and working conditions to jobs dominated by men.

The Fair Pay Act would:

- Prohibit employers from discriminating between employees on the basis of sex, race or national origin by paying wages to employees in such establishment in a job that is dominated by employees of a particular sex, race or national origin at a rate less than the rate at which the employer pays wages to employees in such establishment in another job that is dominated by employees of the opposite sex or of a different race or national origin, respectively, for work on equivalent jobs;
- Require the EEOC shall issue guidelines specifying criteria for determining whether a job is dominated by employees of a particular sex, race or national origin;
- Force employers with more than 25 employees to preserve records that document and support the method, system, calculation, and other bases used by the employer in establishing, adjusting and determining the wage rates paid to the employees of the employer;

Require the EEOC to conduct studies and provide information to employers and the public with the intent of developing means to expeditiously correct the wage disparity, as well as sponsor community informational and educational programs.

COMING SOON - MARK YOUR CALENDAR

Meet with U.S. Representatives:

"Ask Mike Anything": Congressman Mike Conaway is visiting San Angelo on Thursday, August 16th from 5:30 to 7:30 p.m. at the CJ Davidson Center on the ASU campus, as part of his August district tour. There is no cost to attend this town hall meeting, so come and hear questions being answered directly from the Congressman.

"Breakfast with the Senator": U.S. Senator Kay Bailey Hutchison is traveling through several West Texas communities to give a legislative update from Washington and to answer questions. She will be in San Angelo, at the River Terrace Restaurant, on Friday, August 17th. The breakfast buffet will open at 7:45 a.m. and the Senator will begin speaking at 8:15 a.m. Cost will be \$12 which is payable at the door.

Please RSVP to the Chamber of Commerce, 655-4136, for both events by the Tuesday, August 14th deadline.

Chamber August Luncheon: This month's Chamber luncheon, sponsored by 1st Community Federal Credit Union and Reliant Energy, will be Tuesday, August 14th from 11:30 a.m. to 1:00 p.m. at ASU's CJ Davidson Center. Keynote speakers Mayor J.W. Lown and City Manager Harold Domiguez will give the annual "State of the City" address. Come see where we as a city have been and where we are headed in the future. The cost is \$15 per person and the deadline to RSVP is Thursday, August 9th at noon. Call the Chamber to RSVP at 655-4136 or register online at www.sanangelo.org.

2007 Friendship Golf Tournament: Registration is now being taken for the **15th Annual Military Affairs Committee Goodfellow Friendship Golf Tournament** coming up on Friday, September 14th at Quicksand Golf Course. The cost to participate is only \$60 per person if paid by August 17 or \$65 per person afterward (\$50/\$55 for Quicksand members). This will include a breakfast snack, 18 holes of golf, cart, and lunch provided by Texas Roadhouse. The tournament is a partnership between Goodfellow and the San Angelo Chamber of Commerce. Sponsors are needed for refreshments, door prizes, and much more. This tournament will be here quickly, so register now or become a sponsor by calling Sandra at the Chamber, 655-4136, ext. 223.



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Region 6 Planning Meeting



Region 6 Lighting the future for
BPW!
Members, Advocacy & Education!

You are invited to our Region 6 Planning meeting.

August 18th (Saturday)

125 W Missouri

Midland

9:30 to 1:00pm
(Lunch will be provided)

We will meet at my office located directly behind the Midland Hilton Hotel. Please park in front (Enertia Tech Building). Call or email me if you need travel directions. I look forward to visiting with each of you to discuss our plans for the new year.

Glenna Haskell
Region 6 Director
432-620-0059 (office)
432-620-0056 (Fax)
glennah1@suddenlink.net (home)
glennahaskell@productionss.com (work)

Please let me know if you plan to attend and how many you will be bringing.

Thanks and I hope to see you soon.

INFORMED AND ACTIVE WORKING WOMEN



Business and
Professional
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LEGISLATIVE HOTLINE

Congress has adjourned for the August recess and will be back in session after Labor Day. This is a great month to lobby your Members of Congress while they are home. If you are interested in setting up a lobby visit in a Congressional district office, please let Elisabeth Gehl know at egehl@bpwusa.org. There are a variety of BPW/USA legislative issues you can lobby on including paid sick leave, paid leave, HEART for Women Act, Retirement Security for Life Act, Paycheck Fairness Act, and the ERA, to name a few. If you need fact sheets or other information please visit the BPW/USA website under "Legislative Priorities" or contact Elisabeth at egehl@bpwusa.org. Now is a great time to catch them while they are home and more attuned to the issues their constituents care about.

1* The Family and Medical Leave Act (FMLA) had a huge legislative victory in the Senate last week, and the families who will benefit are those with members in the military. The Senate amendment sponsored by Senators Clinton (D-NY) and Dodd (D-CT) would allow the family of wounded military personnel to take up to 6 months of unpaid leave, expanding the benefits provided under FMLA, which currently allows 12 weeks of leave. The approval of this amendment came a week after the release of a report by the President's Commission on Care for America's Returning Wounded Warriors urging Congress to extend FMLA for up to six months for a family member of a service member who was severely injured in combat. The measure had strong bi-partisan support and passed overwhelmingly in the Senate.

BPW/USA applauds the Senate for passing this important amendment to help workingwomen who have an injured family member in the military have adequate time to support them without the risk of losing her job. Expanding FMLA for military families is an important aspect of helping them transition back to civilian life, and give them the support they need to balance their work and family.

2* During the 2007 National Conference, every attendee received information about the next phase of the joint BPW/USA and American Heart Association Healthy Heart Makeover grassroots program entitled, "Paint your Worksite Red!"

BPW/USA continues to partner with the American Heart Association (AHA) so that women nationwide can learn about heart disease and how to prevent it. Through the AHA's Go Red For Women initiative, BPW/USA members can learn about how to have, and to encourage, a healthy heart for all women through their personal, professional and political lives.

BPW/USA and the AHA have created the next phase of the Healthy Heart Makeover program, which is entitled "Paint Your Worksite Red!". BPW/USA encourages all Local Organizations to organize another Healthy Heart Makeover meeting this year and present the "Paint Your Worksite Red!" presentation.

This presentation includes information about how you can incorporate the ideas and goals of AHA's Go Red for Women program at your workplace. It gives you information on how to educate your coworkers about heart health issues and ways to get involved with the annual "Wear Red Day" in February.

3* In June, the Senate introduced a paid leave bill entitled the "Family Leave Insurance Act" (S.282). This bill will allow employees to take 8 weeks of paid leave over a 12-month period for those who need time off to tend to their own medical needs, the birth or adoption of a child, or the illness of a family member. Just last week the House introduced the accompanying bill entitled the "Federal Employees Paid Parental Leave Act" (H.R.3158).

Both bills have the same provisions and bi-partisan support. For more detailed information about these paid leave bills please [click here](#).

4* August is a good time to visit the district office of your Representative in regards to the Paycheck Fairness Act. This bill would strengthen the Equal Pay Act.

After the August recess, BPW/USA hopes that the House Education and Labor Committee chaired by Congressman George Miller (D-CA) will mark up the Paycheck Fairness Act so that it can get out of committee, and on to the House floor for a vote. If you set up a lobby meeting during the August recess with your Representative, please let Elisabeth Gehl know at egehl@bpwusa.org and she will provide you with the correct talking points for the Paycheck Fairness Act.

**PROPOSED BUDGET
2007-2008**

Please review the following items in the proposed budget. We will vote on this at our September meeting.

| Projected Income | 2007-2008 |
|--|------------------|
| Dues @ 29.00 | 841 |
| Dinner Income | 3480 |
| Fund Raiser | 1480 |
| Woman of the Year | 1600 |
| IDP | 250 |
| MD Anderson | 300 |
| Donations/Misc. unallocated funds | 80 |
| Network Luncheon | 1200 |
| TOTAL INCOME | 9231 |
| | |
| Projected Dues (expense) | |
| Dues to Regional | 58 |
| State Dues | 10 |
| National Dues | 10 |
| Dues-Pres. & Treasurer | 0 |
| Total Dues | 78 |
| | |
| Administrative & Committee expenses | |
| Dinner expenses | 3480 |
| Treasurer expenses (stamps & checks) | 15 |
| Presidents Scrap Book/10 steps BPW | 50 |
| Installation expenses | 30 |
| Corresponding Secretary | 54 |
| BPW/Woman of the Year/WTW/Caduceus | 1600 |
| Newsletter | 180 |
| Membership | 150 |

| | |
|-------------------------------------|-------------|
| Individual Development Program | 250 |
| Young Careerist | 100 |
| Public Relations/Chamber Dues (245) | 340 |
| Legislative | 100 |
| Issues Management/Yearbook | 250 |
| Guests Meals | 132 |
| Misc./Unallocated Funds | 0 |
| Stationary & Envelopes | 0 |
| Civic Participation/Bench | 0 |
| BPW Foundation | 100 |
| Network Luncheons | 867 |
| Texas State Convention-2007 | 200 |
| Sub-total expenses | 7898 |

State & Regional Conference Expenses

| | |
|---|------------|
| State Convention Delegates | 200 |
| State Presidents Gift | 5 |
| Regional Director's Gift & Meal | 35 |
| IDP/YC Competitors Expense (50.00 each) | 100 |
| Sub Total Conference Expense | 340 |

Foundation Donations

| | |
|--|------------|
| MD Anderson (Texas) | 300 |
| Ruth Fox Legislative | 5 |
| Minnie L. Maffett Fellowship | 10 |
| Ida Gerber Scholarship (ASU Scholarship) | 500 |
| Presidents Designated Contribution | 100 |
| Sub Total | 915 |

TOTAL EXPENSES 9231

| | |
|--------------------------------|------|
| Ida Gerber Scholarship—Expense | 2000 |
| Ida Gerber Scholarship-Income | 830 |

San Angelo Business and Professional Women's Club



To advertise in our newsletter, please contact Tricia @ 656-5487.

Monthly Meeting

August 9th

Nacho's Restaurant

5:30 networking, 6:00 dinner, 6:30 speaker

Shirley Matejka

The things you should know about
Polio and Post-Polio

BPW NETWORKING LUNCH

Come join us at noon at China Gardens

Tuesday, August 28th

Have a nice lunch with old and new friends!

Cost is \$10.00 For more information, contact Tricia at 656-5487.

The Business & Professional Women of San Angelo meet on the second Thursday of the month. Reservations are required for the number of meals. Please call 656-5487 for reservations. For more information or membership applications please contact tr23@suddenlink.net