



WOMEN IN ACTION

San Angelo Business and Professional Women's Club

WOMEN IN ACTION

For July 2007

FROM OUR PRESIDENT

Mission: Building our Future on the Shoulders of our Past

“Leadership for the 21st Century” is the theme chosen by our new State President, Kim Sullivan, for 2007-2008. Over the coming months, both BPW/USA and BPW/TX will be devising new ways with new technology to reach our members and build membership. July 9th-11th at 8 p.m. you can join in webinar discussions with USA President, Nancy Jackson. For more information and a schedule, checkout the BPW/USA website (bpwusa.org) and the information is in the members section. If you can't log on for some reason, I have the download and can send it to you. Upcoming topics during the year will range from year long programs, like Individual Development and Young Careerist, to membership orientation and retention. Sounds like a good move to help keep us in touch with new ideas. On the state level Kim Sullivan has found a great way to support BPW/TX, besides selling cups, bags, etc. with the BPW/TX logo on them. Kim has us joining forces with a company to recycle ink cartridges, toner cartridges, phones, etc. and BPW/TX will receive money for all we send in (postage free). Kim will send out more on this soon, but Liz McGill and I have all ready started a boxful. And since BPW members like to compete, there will be a competition between regions in this collection process. So, if you know of a business we could place a box to be filled up, let me know.

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“Building our Future on the Shoulders of our Past” is my theme for the year. Like BPW/USA and BPW/TX, the past accomplishments of BPW will be used to help with membership building. “Those who cannot remember the past are condemned to repeat it.” This saying by George Santayana (1863-1952), U.S. philosopher and poet echoes the problem we seem to face with younger women. They do not know how far women's rights have come in the past 50 years and how much work it has taken to get and to keep these rights. So, this year we will learn how the women of San Angelo BPW, beginning in 1923 to the present, have worked for women and family rights. If you like to do research, call me. I can use your help with this.

In last month's newsletter there was a list of our committees. Please let me know if you are interested in chairing or helping in any of these. Remember, we don't expect our members to help with 'everything' and 'every event' we help with or sponsor. We all have other commitments. You can help plan, even if you are going to be out of town the day of the event. If you have a special skill, like decorating, phone calling, recruiting, etc., let me know. Since I joined BPW, I have done things I never thought I could do, like speak in public (ouch!). But the wonderful mentors I have met in this group, helped me grow. I actually look forward to giving talks, like the one at the Women's Roundtable. So, don't be shy. We are just women helping women.

Page 4 of this newsletter has a lovely brag from Laura. I would like to thank everyone for their help this past year in sending me ideas for the newsletter and helping with our involvement in legislative issues. Without your help and ideas, San Angelo BPW would never have won so many state awards and recognitions.

Our yearly picnic and meeting will be held on July 12th at Jerrie Seals home, 4105 Green Meadow. It's potluck, so bring your favorite dish. Family and friends are also welcome. Leonora and Jamie Whittington, Mary Blakeley's daughter-in-law and granddaughter, will be with us one last time. They fly home to Australia on Saturday. So, let's give them a big send off! Leonora and Jamie have helped with more activities this past year than I have. They will be surely be missed.

Thank you for the opportunity to be your President this year. And thank you for all you do and plan to do to make this a fantastic year.

Tricia Affleck

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BPW Texas State Convention 2007



2007-2008 BPW/Texas Officers

Kim Sullivan (President)
Shari Macioch (President-Elect)
Beth Johnson (Vice President)
Gayle Stowers (Recording Secretary)
Diane Sirois (Treasurer)



San Angelo BPW Convention Attendees
Tricia Affleck, Kristan Hereford, Ann Burmeister,
Mary Blakeley, Laura Whisenhunt, and Liz McGill

BPW San Angelo Meeting:



The monthly meeting will be on July 12th at the home of Jerrie Seals, 4106 Green Meadow Dr. Networking at 5:30 and potluck dinner at 6:00 pm. Bring your favorite dish with the recipe to exchange. Family and friends are welcome, so bring a crowd!

This is also the time for last year's officers and committee chairs to exchange their paperwork, history, and knowledge with the newly elected and/or appointed ones.

Our June Meeting consisted of our Installation of new officers. Therefore, we conducted no business and have no minutes to report for June.

San Angelo BPW 2006-2007 Officers:
Tricia Affleck, President
Shirley Matejka, President Elect
Mary Blakeley, Vice President
Marie Robertson, Secretary
Marlene Hooper, Treasurer

If you are interested on serving on a committee, please contact Tricia.

Birthday Wishes

Jerrie Seals	July 5th
Ann Burmeister	July 19th
Traci Eichen	July 26th

Just a Reminder - The Ida Gerber Scholarship fund is our local BPW scholarship fund. Donations to the fund are a great gift for that person who has everything!

10th Annual Women's Roundtable June 28, 2007

On June 28, members of San Angelo Business and Professional Women's Club participated in the 10th Women's Roundtable Event sponsored by the Angelo State University Small Business Development Center. This is the second year that our club members have helped with this event. BPW's logo was on the registration form and the program. BPW members Laura Whisenhunt, Ann Burmeister, Mary Blakeley, and Debbie Earnest were on the planning committee. Tricia Affleck was a speaker, roundtable facilitator and exhibitor. Julie Halfmann and Debbie Earnest also had exhibits for their businesses. Ann Burmeister assisted at the registration table. At the BPW exhibit Laura had brochures and information on our club. New member Suzanne Torres was an attendee. The event was held from 5:30 p.m. to 8:30 p.m. rather than 11:00 a.m. until 2:00 p.m. as in past years. Kenny Blaneck, as usual, catered a delicious supper. This year 86 women entrepreneurs listened to experts in financing, accounting, insurance, marketing, and start-up business. Master of Ceremonies was Cynthia Jordan (Composer, Musicologist and founder of Children for a Peaceful World) and Joyce Wilde (owner of J Wilde's) was the keynote speaker. The panel of speakers were: Alice Blanco and Pam Sapia (Small Business Administration Representatives), Vonda Sanders (Financing - A Lender's Prospective), Tricia Affleck (Accounting - Keeping Good Records), Debbie Cunningham (Business Insurance), and Becky Brackin (Marketing). Local businesses donated items, and each woman attending received a nice bag of gifts. Attendees, not only received valuable information, but were motivated, encouraged. and thoroughly enjoyed the evening.

Submitted by Ann Burmeister

Member's Bragging Page

Laura's Brags:

I am so excited to report a wonderful and successful trip to the State BPW Convention. It was a busy weekend, but we all had so much fun. Kristan Hereford represented us well in the Young Careerist Program...she made us all proud. It takes a lot of courage to do public speaking, and she spoke about Leadership! It was a very good speech. Ann Burmeister also did a great job chairing the Hospitality Suite, making sure that all the ladies felt welcome and had some goodies during the breaks! Mary Blakeley was right along with Ann to help when needed! Mary was also recognized as Region 6 Woman of the Year! Liz McGill also attended and was President Elect Kim Sullivan's personal assistant. Liz did a great job helping out in other areas! Liz was also recognized as one of this years Caduceus Honorees! Tricia Affleck joined forces with Kim under her leadership plan for this year and has come back with a lot of great ideas to begin her year as president! Great convention ladies!!

I also want to brag a little more on Tricia. She worked extra hard to submit award packets in several categories and San Angelo BPW was selected in many. It was great to hear our name so many times!! Excellent Job Tricia!!

San Angelo BPW was recognized for 2006 - 2007 Legislation Award!

San Angelo BPW was awarded 2006 - 2007 First Place Local Organization Newsletter!

San Angelo BPW was awarded 2006 - 2007 Best Overall Local Organization Newsletter!

WONDERFUL JOB TRICIA...WE LOVE YOU AND APPRECIATE ALL YOU DO FOR OUR CLUB!!

During the Business Session, San Angelo BPW was also recognized for achieving 2006 - 2007 Friends of the BPW Foundation Award! By our members contributions to Foundation, San Angelo BPW was also recognized for achieving 2006-2007 Foundation Silver Award!

Paula Bennett, from Sherman BPW, Region 7 will be representing Texas as our Young Careerist at the National Convention! Pat Bell, from Round Rock BPW, Region 2 will be representing Texas as our Individual Development Participant! Great job ladies! They will make Texas proud!!

On a personal note, I am very humbled to be a part of such a magnificent organization. I had so much fun chairing the State Young Careerist Committee. When you are at convention, you really see BPW at another level. You make lasting friendships and wonderful memories! I am glad to be a part of San Angelo BPW and will hold the memories close to my heart! Being President for the last two years has been a great learning experience; and I am only as successful as you have helped me to become. I am proud to keep learning and growing both personally and professionally! I will be doing a great deal of learning in the next three years, as the Credit Union is sending me to Southwest CUNA Management School. I will be in Dallas for 10 days during the middle of July, so I regret that I will miss our picnic. But, you can count on me being just as active as I can in BPW. I hope to see our club grow more every year!

Thanks for the ride ladies!!

Laura Whisenhunt

Judy's Brag Session:

My grandson Sam Perkins was selected a winner in the National Environmental Education Week photo contest. He won a Canon A550 digital camera and a book "A Field Guide to Freshwater Fish" by Roger Tory Peterson. You can see his picture on this website: <http://www.eeweek.org> and then click on photo gallery. His is the first picture. Proud Grandma Judy Ford.

COMING SOON - MARK YOUR CALENDAR**Colt's Baseball tickets!!!!**

As members of the Chamber of Commerce, BPW members were sent tickets for the July 17th game when the Colts will host the Laredo Broncos at Foster Field. Cost of each ticket is \$3.00 (usually \$6.00) and the evening will also have hot dogs, Coke products and beer for just \$1.00 each at the 1st base picnic pavilion.

If we purchase 10 or more tickets, we will receive a mention over the PA system and an insert ad recognizing our club in the Souvenir Program for that night's game. If you would like some tickets, please call Tricia at 656-5487 by Thursday, July 12th.

West Texas Legislative Summit

Register now for the 4th annual West Texas Legislative Summit being held on August 9th. This year's Summit will again be co-hosted by State Senator Robert Duncan and State Representative Drew Darby at ASU's C J Davidson Center. Building upon the success of the past three years, this year's Summit will again provide a forum for West Texas representatives to spend a day discussing our common community priorities. Plan to join us for many important discussions on this year's program, "Healthcare Challenges & Solutions in West Texas," which is an undisputed priority issue for our area. Many thanks to our sponsors: AEP, Baptist Retirement Community, La Esperanza, Outreach Health Services, San Angelo Community Medical Center, San Angelo Health Foundation, Shannon Medical Center, and Texas Midwest Community Network. The Summit will be from 8 a.m. to 4:30 p.m. The cost is \$99.00 and includes two meals. For more information, contact the Chamber at 655-4136.

Region 6 Fall Conference**October 12 - 13****Midland, Texas**

If you missed the BPW State Convention, make plans to go to Midland for the Fall Conference. Attending area meetings is a great way to meet some wonderful women in BPW and share ideas about improving our club.

Unite & Conquer

City-wide youth rally with special performances by: Clean Addiction, Redemption Cry, Nameless Faceless, and others. Free admission on Sept. 15th beginning at 1 p.m. at Kirby Park on 29th Street. Special guest speaker: Ryan Dobson, author of "Be Intolerant". This event is being held specifically for our youth. For more information, please contact Tricia at 656-5487.

Business & Professional Women's Club of Texas, Inc.

2007-2008 Plan of Action

Theme: Leadership for the 21st Century

Goals:

- Develop and Formalize Leadership Institute Modules/Program
- Provide Timely Legislative Information Regarding Women's Issues
- Partner With Women's Advocacy Groups on Projects of Mutual Interest
- Develop Effective Public Relations Tools for the State and Los
- Provide and Promote Education in the Legislative Process
- Host 3-5 Signature Events Throughout the State to Educate the Public and Promote BPW
- Recognize and Communicate the Value of BPW Membership
- Increase Current Revenue Sources
- Develop Mentoring Relationships
- Recognize/Honor Member Contributions and Achievements
- Provide Information and Tools for Success to the Regions, Los, and Members

Implementation:

	BPW/TX	Region	Local
• Expand Leadership Institute Topics Available & Offered to Members	X	X	X
• Develop and Communicate Internal Trainers/Speakers List	X	X	
• Develop Leadership Institute Modules	X		
• Provide Alerts and Member Education on Current Women's Issues and Pending Legislation	X	X	X
• Encourage Political Participation Through Voter Registration, Education, and GOTV Campaigns	X	X	X
• Develop Public Relation Tools and Distribute to Regions and Locals	X		
• Distribute Press Releases on Major Activities and Events	X	X	X
• Promote BPW Benefits and Utilization	X	X	X
• Investigate and Pursue "Outside" Funding Sources/Grants	X	X	X
• Assign Mentors to Members Seeking BPW Offices/Advancement	X	X	X
• Investigate Partnerships with University Business and Marketing Departments to Promote BPW/Tx	X	X	X
• Recognize Members for Internal and External Contributions and Achievements	X	X	X

INFORMED AND ACTIVE WORKING WOMEN

Business and
Professional
Women/USA

LEGISLATIVE HOTLINE

Two bills have been introduced in response to the Lily Ledbetter Supreme Court decision that would address Title VII of the Civil Rights Act, and how to strengthen worker protections. The third bill, the Paycheck Fairness Act, BPW/USA has long advocated for and would strengthen the Equal Pay Act. The Equal Pay Act and Title VII are two separate laws that are both used in pay discrimination law suits. Title VII is much broader as it impacts a number of civil rights cases including gender discrimination whereas the Equal Pay Act focuses solely on pay discrimination. Lily Ledbetter filed her pay discrimination case under Title VII. Both Title VII and the Equal Pay Act need to be strengthened and reexamined for their effectiveness in giving victims of pay discrimination adequate protection.

1*The first bill introduced in reaction to the Ledbetter Supreme Court decision was the Ledbetter Fair Pay Act (H.R. 2831). Just last week it passed the House Education and Labor Committee by a vote of 25 to 20.

This legislation would “amend Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act of 1990, and the Rehabilitation Act of 1973 to clarify that a discriminatory compensation decision or other practice that is unlawful under such Acts occurs each time compensation is paid pursuant to the discriminatory compensation decision or other practice, and for other purposes”.

Simply, the legislation would allow pay discrimination claims to be filed within 180 days of when an employee is subject to or injured by a discriminatory decision. Therefore each time a woman receives a discriminatory paycheck it gets the 180 day clock running again. The bill would also be retroactive to the day before the Ledbetter decision and would apply to all claims of discrimination in compensation.

2*The Paycheck Fairness Act (H.R. 1338), a ten year old bill that has been strongly supported by BPW/USA, last week achieved 219 co-sponsors! This is the largest list of co-sponsors in the bill’s history. The bill will be marked up in the House Education and Labor Committee after this week’s Congressional recess. Congresswoman Rosa DeLauro (D-CT), sponsor of the Paycheck Fairness Act, is determined to get the bill to the House floor for a vote. If achieved, it will be the first time that the bill has been voted on by the full House.

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 following provisions are included in the bill:

- * 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 employers;
- * 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.

3*The second bill introduced in response to the Ledbetter Supreme Court decision is The Civil Rights Pay Fairness Act (H.R. 2660). Like the Ledbetter Fair Pay Act, this bill would also address provisions within Title VII.

Specifically it would “amend title VII of the Civil Rights Act of 1964 to extend the period for filing charges of discrimination in violation of such title and to provide relief for certain current injuries arising from compensation calculations attributable to compensation decisions made at any time in violation of such title.”

This legislation would impact the caps currently set on damages within Title VII. Right now a victim of wage discrimination who files under Title VII can receive only up to \$300,000 in damages. This small award often fails to full compensate employees and it is too low to deter discrimination by employers. A \$300,000 award is not significant for many companies and allows employers to gamble that it costs less to pay damages than to pay their female employees fairly.

In the case of Lily Ledbetter her award was reduced from \$3.2 million to \$300,000, and Goodyear with its 801,000 employees, had to pay the same amount in damages as an employer with only 501 employees. Victims of discrimination need and deserve a fair award when they prevail in court.

San Angelo Business and Professional Women's Club



Monthly Meeting and Picnic

July 12th

6:00 pm.

Potluck dinner; bring your favorite dish with the recipe to exchange.

See page 3 for details

BPW NETWORKING LUNCH

Come join us at noon at China Gardens

Tuesday, July 24th

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

Tricia Affleck
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