



President's Report

The AAUW Pittsburgh Branch held its annual planning meeting on Saturday, June 8, 2013. The meeting was called to order by out-going President Shari Muench. Present were Pat Byerly, Bernie Cerasaro, Trina Hall, Marci Henzi, and Karin Neilson.

Shari asked if there were any corrections to the minutes from the May board meeting. There were none. A motion was made and seconded to approve the minutes. A vote was taken and the minutes were approved.

Shari thanked the board for all of their support over the past two years. She said it was a pleasure being our president and feels that we accomplished a lot during her term.

Financial Report

The finance report was given by Finance Officer Bernie Cerasaro. Checking account beginning balance as of May 1, 2013 was \$4,780.18 with deposits of \$115.50 and expenditures of \$49.84. Ending balance as of May 31, 2013 was \$4,845.84. Investments at the end of May were approximately \$21,000.

Programming Report

Program VP Karin Neilson spoke about upcoming programs. She was very excited to report that Ashlee Phelps will be our September speaker. Ashlee was an E4 for four years in the U.S. Air Force. Details of her program are still being worked out but we hope that she will speak about sexual assault in the military. The branch has two copies of *The Invisible War* and if anyone is interested in viewing it before September please contact Pat Byerly. *The Invisible War* is also available through Netflix. Karin also announced that Ashlee has become our newest member.

Communication Report

Communications Chair Pat Byerly announced that the branch's web site will have a new look some time in August.

After completion of the Officer/Committee Reports, Shari turned the meeting over to the new branch president, Pat Byerly.

The scholarship application for 2014 is now available via the branch's website. Universities and colleges will be notified of its availability near the beginning of September. A copy of the application and guidelines can be found at www.aauwpgh.org.

Proposed meeting dates for the 2013-2014 year are (see Proposed Bylaws Change on page 4)

September 14, 2013
November 9, 2013
January 11, 2014
March 8, 2014
May 10, 2014

Karin has some very interesting and exciting programs planned – watch for details in future newsletters.

Suggested fund raisers for 2013-2014 are Flower Power, Valos Candy, and Barnes & Noble gift wrap. We'll need to get started on raising scholarship funds quickly as we are about \$200 short for the next scheduled scholarship.

I'd like to take this opportunity to thank Michele Buford and Gwendolyn Ormes for their hard work this past year as Public Policy co-chairs. The branch sold Red Thread Bracelets to make everyone aware of sex traffickers and human trafficking as well as help those victims. The branch is looking for a new Public Policy chair for 2013-2014. If you think you might be interested please go to our web site for a complete description of responsibilities and contact me via email.

I would like to thank the nominating committee for giving me this opportunity to be your president for the next two years and the Pittsburgh Branch members for validating their choice. I will do my best to move the branch forward. Thank you!

Respectfully submitted,

Patricia Byerly
AAUW Pittsburgh Branch President

Western District Meeting

This year's district meeting will be held in Erie on Saturday September 7. This is still in the planning stage but Erie was chosen because the Tall Ships will be returning to Erie September 5th through 9th. This year marks the 200th anniversary of the building of Commodore Perry's fleet in Erie and the victory of Battle of Lake Erie off Put-In-Bay, Ohio on September 10th.

Along with the meeting, activities are being planned by the Erie Branch. The meeting will be kept short so that friends and family can attend the festivities.

Be a Member Detector!

New members are the lifeblood of every organization, including ours.

We encourage everyone to invite their friends, relatives, co-workers, and neighbors to our meetings throughout the year.



Pittsburgh Branch Executive Board

Elected Officers

President, Patricia A. Byerly
aauwpgh.president@gmail.com
Program Vice President, Karin Neilson
aauwpgh.programVP@gmail.com
Membership Vice President, Trina Hall
aauwpgh.membershipVP@gmail.com
Finance Officer, Bernie Cerasaro
aauwpgh.financeOfficer@gmail.com
Recording & Corresponding Secretary, Marci Henzi
aauwpgh.secretary@gmail.com

Supporting Liaisons and Committees

Public Relations Liaison, Rosemary Martinelli

Scholarship Committee Chair, Bernie Cerasaro
aauwpgh.scholarship@gmail.com

Nominations Committee (2013-14), To be announced.

Letters to the Editor

Do you have something you want to say? Well, here is an opportunity to let everyone know what you think. If you have something you want to speak out about please say your piece in an email to aauwpgh.newsletter@gmail.com and watch for it to be published in future issues of *The Newsletter of American Association of University Women - Pittsburgh Branch*.

Help Found!

Newsletter Editor

For the past six years, Pat Byerly has done a marvelous job as our branch's Communication Officer. However with her election to the office of President, she no longer has time to devote to writing our newsletter. There are many individual tasks associated with communication for the branch, but Karin Neilson will be assuming responsibility for **The Newsletter of American Association of University Women – Pittsburgh Branch.**



Please feel free to send ideas and suggestions to Karin at aauwpgh.newsletter@gmail.com.

Give a Grad a Gift



AAUW members can give recent college graduates a free, one-year AAUW (national) membership within two years of graduation, at no cost to you or them. State and local dues are just \$21.

Expose the grad to the power that comes from belonging to a national women-led organization of more than 150,000 members and supporters who believe in and advance equity and education for women and girls.

Expand their networking opportunities through career development opportunities and community action projects.

Keep them current on the events and people that affect their life as they receive *Mission & Action*, *AAUW Outlook*, Action Network alerts, and more.

Increase their buying power with access to member only discounts.

Please contact Pat Byerly if you would like to give a grad a gift.

The branch is always looking for ideas for fund raisers to raise money for the Scholarship Fund and the branch's operating fund.

Do you have an idea for a fund raiser?



Do you have an idea for a program? Is there something you would like to see a program on? If so, don't be shy. Send your ideas to Karin, our Program VP at:

aauwpgh.programVP@gmail.com

She will welcome your input.

Chemo Caps

Most of us know a woman who has been through chemo- and/or radiation therapy as she battles cancer; some of us have even personally experienced that medical treatment.

One of the most common results of these medical procedures is hair loss, and Chemo Caps have recently become a popular alternative to the traditional wigs and scarves in covering up an exposed noggin.

The Pittsburgh Branch of AAUW is now collecting knitted and crocheted Chemo Caps for distribution to local hospitals. A simple pattern is available, requiring just a few hours of your time and very little material (acrylic yarn in bright colors is best). You can contact either Pat Byerly or Karin Neilson about your donation.



SAVE THE DATES

AAUW-PA Summer Retreat in Lewisburg – July 13, 2013



AAUW Pittsburgh Branch annual trip to our archive at the Heinz History Center – July 27, 2013



AAUW Western District Meeting in Erie – September 7, 2013



AAUW Beaver Valley Branch **KITCHEN TOURS** – September, 28, 2013

STEM Event at Propel Montour planned for September-October 2013

Your Travel Health Kit

Many of us will be embarking on vacations this summer, and our suitcases will be filled with all sorts of necessities: bathing suits, sneakers, jeans, etc. But have you remembered a health kit? Consider preparing a small additional pack with the following items to take along with you, in case of little "emergencies":

- Adhesive bandages
- Alcohol-based hand sanitizer
- Antacid tablet
- Anti-diarrheal medication
- Cold medication
- Decongestant and antihistamines
- Saline eye drops
- Fever and pain relief medications
- Scissors or a pocketknife that has small scissors
- Sunscreen with a sun protection factor of 30 or higher

"Special Report: Supplement to MAYO CLINIC HEALTH LETTER". 2013 Mayo Foundation for Medical Education and Research. June 2013. Rochester, MN 55905

Equal Pay 50 Years Later

From AAUW National Convention in New Orleans

Fifty years ago, on June 10, 1963, President John F. Kennedy signed the landmark Equal Pay Act. Half a Century later, are we really any closer to achieving pay equity? On Monday, June 10, 2013 at the AAUW National Convention in New Orleans, panelists Jenny Yang, Lilly Ledbetter, Lisa Maatz, and Catherine Hill discussed the successes and challenges of the pay equity fight since 1963.

The law which simply says that it should be illegal to pay men and women differently for the same work was signed in a room full of women leaders, including four AAUW members. It was the first pay equity bill to become the law of the land after almost a decade of advocacy.

The passage of the Equal Pay Act is a shining moment in women's history. But 50 years later, the law hasn't eradicated the wage gap. In 1963, women typically were paid 59 cents for every dollar men were paid, and today that number is stuck at 77 cents. It's no mystery what has to be done. The law needs to be updated, and that update is the Paycheck Fairness Act.

"Sometimes it takes years for Congress to get its act together, but we're chipping away at it," says AAUW Vice President of Government Relations Lisa Maatz. "It's absurd that Congress hasn't done the right thing yet, but AAUW members won't give up the fight until the Paycheck Fairness Act gets the president's signature."

The Paycheck Fairness Act would close loopholes in the Equal Pay Act. The new law would strengthen remedies for pay discrimination, prohibit retaliation against workers who disclose their wages, and require employers to show that pay disparity is truly related to factors other than gender.

In 2009, the Lilly Ledbetter Fair Pay Act became law. The Ledbetter Act was an important victory however the Paycheck Fairness Act, a bill intended to finally secure equal pay for equal work for all American workers, is still necessary.

The Ledbetter Act was a court "access" case – it restored the law to ensure that the time limit for bringing Title VII and other pay discrimination cases would renew with each discriminatory paycheck. The Paycheck Fairness Act, on the other hand, would help close some of the loopholes in the Equal Pay Act that have made it less effective over time. So while the Ledbetter Act gives employees back their day in court to challenge a wage gap; it is the Paycheck Fairness Act that would give employees the legal tools they need to challenge the wage gap itself. Together, these acts can help to create a climate where wage discrimination is no longer tolerated.

In January 2009, the House of Representatives overwhelmingly passed the Paycheck Fairness Act with bipartisan support. Unfortunately, on a procedural vote in the Senate, the bill fell just two votes short of moving forward. In June 2012, the bill came back to the Senate floor, but again failed to move forward on a procedural vote, in spite of the support of a majority of Senators.

The fight is not over. The bill has been reintroduced by Sen. Barbara Mikulski and Rep. Rosa DeLauro in the 113th Congress. Their tireless leadership has been critical on this important bill.

Why the Paycheck Fairness Act is Necessary

The Paycheck Fairness Act would be a much needed update to the Equal Pay Act of 1963, which turns 50 this year. President Kennedy's signing of the Equal Pay Act half a century ago signified our nation's commitment to ensuring that women are paid as much as their male coworkers for doing the same work. Upon signing the bill, President Kennedy proclaimed that the bill "affirms our determination that when women enter the labor force they will find equality in their pay envelope."

Unfortunately, over time, loopholes and weak remedies have made that law less effective in combating wage discrimination than Congress originally intended. As we commemorate the 50th anniversary of this historic law, the Paycheck Fairness Act would finally enable us to fully realize President Kennedy's vision of equal pay for equal work.

According to the U.S. Census Bureau, women who work full time still earn, on average, only 77 cents for every dollar men earn. The statistics are even worse for women of color: in 2011, African American women only earned approximately 64 cents and Latinas only 55 cents for each dollar earned by a white man.

This injustice is particularly troubling in today's difficult economy, where approximately 40 percent of women are acting as the primary breadwinners in their households and more than 60% are breadwinners or co-breadwinners. Especially in this economic climate, we need concrete and immediate action to improve the economic security of working families. Pay equity is critical, not only to families' economic security, but also to the nation's economic recovery.

So, it is not surprising that Americans across the political spectrum strongly support a new law to strengthen our equal pay efforts. In a national survey, **84% said they support** a new law that would provide women more tools to get fair pay in the workplace. High levels of support for this bill held true regardless of political party, gender, race, ethnicity, or regions of the country. For example, **77% of Republicans support it, along with 91% of Democrats and 87% of Independents**. Large majorities of **both men and women support the law as well – 81% and 87% respectively**.

Provisions of the Paycheck Fairness Act

The Paycheck Fairness Act would update the Equal Pay Act by taking several important steps toward remedying pay discrimination. It would:

- require employers to demonstrate that wage differentials between men and women holding the same position and doing the same work stem from factors other than sex.
- prohibit retaliation against workers who inquire about their employers' wage practices or disclose their own wages. This is exactly what happened to Lilly Ledbetter – because Goodyear prohibited employees from discussing or sharing their wages, she did not know of the discrimination against her until long after it began. Allowing workers to discuss their salaries without fear of losing their jobs will help women to know whether or not they are being treated equally.
- permit reasonable comparisons between employees within clearly defined geographical areas to determine fair wages.
- strengthen penalties for equal pay violations. The bill's measured approach levels the playing field by ensuring that women can obtain the same remedies as those subject to discrimination on the basis of race or national origin.
- encourage proactive enforcement of equal pay laws by re-instating the collection of wage related data and providing for training for the workers who enforce our equal pay laws.



- modernize the Equal Pay Act to make it more in line with the class action procedures available under Title VII. It would not extend class action protections beyond what is available under other antidiscrimination laws.
- provide important safeguards for businesses, including:
 - providing an exemption for small businesses;
 - instituting a six months waiting period from the time of enactment and requiring the Department of Labor to assist small businesses with compliance; and
 - recognizing employers for excellence in their pay practices and strengthening federal outreach and assistance to all businesses to help improve equal pay practices.



Sources: 2013 Convention Today
http://www.aclu.org/files/assets/pfa_-_factsheet_1_2013.pdf
<http://www.aflcio.org/Blog/Political-Action-Legislation/50-Years-Later-Equal-Pay-Isn-t-Time-for-Paycheck-Fairness-Act>

Women's Wages

According to the U.S. Census Bureau, following are women's wages as compared to men's:

State	Percent	State	Percent
Alabama	74.2 %	Montana	71.5 %
Alaska	76.5	Nebraska	77.3
Arizona	82.7	Nevada	82.2
Arkansas	78.5	New Hampshire	73.8
California	82.7	New Jersey	76.5
Colorado	79.3	New Mexico	77.3
Connecticut	73.9	New York	82.5
Delaware	78.4	North Carolina	80.7
D. C.	88.2	North Dakota	73.1
Florida	82.1	Ohio	75.4
Georgia	78.9	Oklahoma	75.1
Hawaii	78.4	Oregon	76.6
Idaho	72.0	Pennsylvania	75.5
Illinois	76.7	Rhode Island	79.4
Indiana	72.8	South Carolina	78.2
Iowa	73.7	South Dakota	77.1
Kansas	76.1	Tennessee	79.0
Kentucky	74.8	Texas	80.2
Louisiana	66.4	Utah	68.1
Maine	76.7	Vermont	78.0
Maryland	81.5	Virginia	78.3
Massachusetts	79.2	Washington	75.1
Michigan	71.9	West Virginia	69.2
Minnesota	78.4	Wisconsin	75.0
Mississippi	76.0	Wyoming	65.5
Missouri	76.8		

Source: U.S. Census Bureau, American Community Survey, 2009



Proposed Bylaws Change

Our membership is shrinking and the board realizes that most of us have financial commitments that don't always allow us to attend a branch meeting. The board is looking at possible solutions with regard to the number of meetings (and programs) as well as the time and place of our meetings. We all enjoy the programs that Karin, our Program VP, arranges and would like to see an increase in attendance at those programs.

The board is proposing to reduce the number of membership meetings and/or programs from 9 to 5 for the 2013-2014 membership year. The proposed Bylaws change to ARTICLE X. MEETINGS Section 2 would read:

The branch is encouraged to hold 9 general membership meetings per year, but may hold as few as 2, as determined by the board of directors to be adequate for the maximum participation of the membership, and sufficient for carrying out the mission of the branch. One of these meetings will be the required Annual Meeting of the membership as described in ARTICLE X, Section 1 of the branch Bylaws.

The board would also like to change ARTICLE VII. BOARD OF DIRECTORS Section 3 to read:

The board is encouraged to hold 9 board meetings per year but may hold as few as 2, as determined by the board of directors to be adequate for conducting business of the branch. The time and place of board meetings will be agreed upon by the board.

Voting on these changes will take place at the September 14 membership meeting.