



Business and Professional Women/Berea

NEXT MEETING
Wednesday, April 6
at 6 pm - Smokehouse Grill

April 2011

Greeting Ladies,

I am still sitting here wondering if spring is here or if it is still on its way? This has just been a very unusual year for weather. I know everyone is ready for some warm sunny days.

I would like to extend a warm welcome to our two new members, Gwen Jones and Sharon Cain, and returning member Rosann Effron. Our club is looking forward to showing you the many benefits that KFBPW has to offer.



Our April speaker will be Ruth Schiller. I am sure we will all enjoy her informative presentation to our club.

Let me share with you, just a little recap of our March 2nd meeting. April 12th is Equal Pay Day. At our April meeting we will be putting together the cards and attaching a Pay Day Candy bar along with a packet of Equal. We will be handing these cards out at our places of employment. It's important that we demonstrate and make women and men aware of the differences in women's pay scales.

April 16th will be the South Central Regional Annual Spring Meeting. This year it will be held in Campbellsville. I will have the registration forms at our April meeting. I'm hoping we can have a big attendance from our group.

Graduation and the scholarship awards are just around the corner. I have a feeling that we will have a lot that will be applying this year. I always enjoy the interview process and meeting our next generation of professional women and men.

One last reminder. . . everyone needs to think about who our candidates should be for Professional Business Women of the Year and Club Women of the Year. We will need to take a vote for these two candidates. Hope to see each and every one of you at the April meeting. Hope you have a Great Day!

Have a Great Day!
Rene' Poitra
BPW Berea President

◆ Birthdays:

April Birthdays:

- Jean Huffman – 4/9
- Linda Van Winkle – 4/13

Happy Birthday!!!

◆ Welcome New Members

- Gwen Jones
- Sharon Cain

◆ Next Meeting:

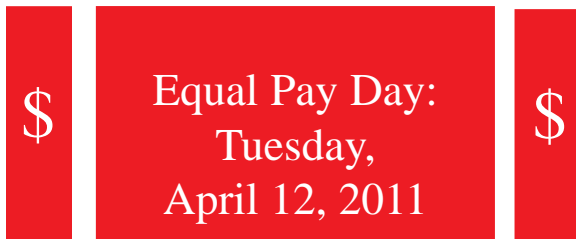
- Smokehouse Grill, Wednesday, April 6, 6:00 pm.

◆ Events:

- April 12 - Equal Pay Day
- April 16 - South Central Region Annual Spring Meeting - Campbellsville
- June 3-4 - KFBPW Annual Conference, Hilton Garden Inn, Bowling Green

◆ Current Officers:

- President:
René Poitra 986-5816
- Vice President:
Arritta Morris/ 986-8080
Bea Riley
- Treasurer:
Barbara Belcher 986-0647
- Secretary:
Linda Van Winkle 986-9848



Wear RED on Equal Pay Day to symbolize how far women and minorities are "in the red" with their pay!

*Well-Behaved Women Seldom
Make History
— Laurel Ulrich*

Notes From The Web

Facts and Figures about Pay Equity

- **Equal pay is a priority issue for all women.** Among issues identified as priorities for women, 90 percent say that equal pay for equal work is a priority. Pay disparities affect women of all ages, races, and education levels – regardless of their family decisions. According to the U.S. Census Bureau, women, on average, earned 23 percent less than men did in 2008.
- **Women of color are impacted even more.** Women of color saw an even greater difference as African American women earned 32 percent less and Latinas earned 42 percent less than did men as a whole.
- **Women are still largely pigeonholed in “pink-collar” jobs.** According to the AAUW Educational Foundation’s 2003 report, *Women at Work*, women are still concentrated in traditionally female-dominated professions, especially the education and health industries. Today the highest proportion of women with a college education includes elementary school teachers (8.7 percent) and registered nurses (6.9 percent).
- **Education and career training is crucial for women.** *Behind the Pay Gap*, AAUW Educational Foundation’s 2007 report, found that women and men who majored in male-dominated subjects earn more than those who major in female-dominated or mixed-gender fields. One year after graduation, the average female education major working full time only earns 60 percent as much as the average female engineering major working full time earns.
- **The wage gap has long term effects on women’s economic security.** Women are more likely than men to enter poverty in old age for several reasons:
 - A lifetime of lower wages means women have less income they can save for retirement, and less income that counts in a Social Security or pension benefit formula.
 - Women’s current life expectancy is approaching 86 years old, which means they outlive men by an average of 3 years. As a result, they will have to stretch their retirement savings – which are less to begin with – over a longer period of time.
 - The median income of older women is almost half what it is for older men.
 - **Pay equity is a family issue.**
 - Nationwide, working families lose \$200 billion in income annually due to the wage gap between men and women.
 - If married women were paid comparably to men, they would see an almost 6 percent rise in their family’s income and their families’ poverty rates would fall from 2.1 percent to 0.8 percent.
 - Single working women would see the greatest increase in family income. If they earned as much as comparable men, their families would have 17 percent more income per year, and their poverty rate would be cut in half.

- **Pay discrimination also impacts men of color.** Men of color also experience wage discrimination. African American men earn 76 cents and Latinos earn only 66 cents for every dollar paid to their white male counterparts.
- **Pay equity is closely linked to poverty eradication.** One study found that if married women were paid the same as men doing comparable work, their families’ poverty rates would fall from 2.1 percent to 0.8 percent. If single working mothers earned as much as men doing comparable work, their poverty rates would be cut in half, from 24.3 percent to 12.6 percent.
- **Pay equity is essential to having a highly motivated workforce.** Employers who pay women wages that match their value can create a positive work environment. This can help to increase productivity, reduce absenteeism and sick leave, and create a positive image with their customers. One survey found that business leaders consider the elimination of wage discrimination between different jobs to be good business, and say that equal pay is necessary to remain competitive.
- **Examples of Pay Inequity.** According to the 2005 National Association for Female Executives (NAFE) Salary Survey, the wage gap in 20 different industries showed men being compensated at higher rates than their female colleagues. For example, in 2004:
 - Women securities, commodities, and financial services sales agents earned \$33,852, compared to \$60,736 for men.
 - Women marketing and sales managers earned \$46,696, compared with \$74,932 for men.
 - Women physicians and surgeons earned \$50,856, compared with \$97,448 for men.
 - Women government lobbyists employed by nonprofits earned \$73,907 compared with \$96,655 for men.
 - Women editors-in-chief of magazines made about \$79,000 compared with \$104,000 for men.²¹

This information is from the American Association of University Women’s Pay Equity Resource Kit.

AAUW is [committed](#) to supporting fairness in compensation, equitable access and advancement in employment, and vigorous enforcement of employment antidiscrimination statutes. This year, [Equal Pay Day](#) is April 12. Keep an eye out for events and ideas on www.aauw.org!

If you have any comments, complaints, corrections, announcements or contributions (always very welcome), please contact:
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