



Business and Professional Women/Berea

NEXT MEETING
Wednesday, June 1
at 6 pm - People's Bank Annex

June 2011

Hello B&PW Sisters,

Berea has once again given me the title of 'Local' President. I will do my very best to serve this local and this community. It is an honor to hold the President's title and a big responsibility.



Ruth Schiller, Past State President, from Frankfort, will be installing our officers at the June meeting. I appreciate her willingness to drive so far to do this for us. Please arrive at the bank by 6 p.m. so we can start our meeting promptly. It will be a potluck and you may bring whatever you decide to bring. It seems every year we never tell anyone what we are bringing and we have plenty of food and a good variety!

I hope each of you will be willing to serve on a committee this year to help our local do as much as we can in the community. I was so proud to be a part of the scholarship committee this year. We had several great candidates and I believe the local made some good choices.

Please bring suggestions for speakers to our meeting. We will also be discussing the budget and other important details for the year.

I hope you will think seriously about attending some of the state meetings this year. So much information is given at these meetings. You meet some wonderful people and come away excited about being a part of the B&PW organization.

Over the past year the state has gained about 100 new members. Please take the time to invite someone to come to a meeting with you. With all of us working together, the sky is the limit to what we can accomplish!

Thanks to each of you for all you do to make this local something we can be proud to be a part of.

Zayda Flanery
Berea B&PW President

◆ **Birthdays:**

June Birthdays:

- Luise Lunsford – 6/4
- Trish Parsons – 6/8
- Vicki Harris – 6/29

July Birthdays:

- Bea Riley – 7/15

Happy Birthday!!!

◆ **Next Meeting:**

- People's Bank Annex, Wednesday, June 1, 6:00 pm.

◆ **Events:**

- June 3-4 - KFBPW Annual Conference, Hilton Garden Inn, Bowling Green
- July - No Meeting



◆ **Current Officers:**

- President:
Zayda Flanery 986-7420
- Vice President:
Sharon Cain 626-4169
- Treasurer:
Barbara Belcher 986-0647
- Secretary:
Linda Van Winkle 986-9848

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

Notes From The Web

Wal-Mart's Woman Troubles — Too Big to Be Sued?

By Martha Burk, Director, Corporate Accountability Project,
National Council of Women's Organizations

Seven years ago a judge in California ruled that women suing Wal-Mart for sex discrimination could move forward as a class. That meant the women with various claims wouldn't have to go it alone, each with a separate lawyer and separate expenses. Essentially what the judge said is that the six women who filed the lawsuit can represent a whole group of women who might have similar complaints — all 1.6 million of them.

Wal-Mart appealed all the way to the Supreme Court. Taking a page from the big bank playbook, the company claims that it is too big to be sued. The Supreme Court will hear arguments on Tuesday as to whether the class certification stands. If so, *Dukes v. Walmart* will be the largest class action suit in history. Then if women can prove a "pattern and practice" of discrimination at Wally Mart, back pay and promotions could be due, and the company might have to mend its gender-biased ways. If the Supremes rule against them, it could mean the end to redress for sex discrimination at work.

Well, OK. Gender bias hasn't been proven yet. But look at the numbers: According to walmartclass.com, close to 70% of the employees are women, but less than a third of the managers are female (up from 14.3% when the suit was filed in 2001). The rest are concentrated in the lowest level jobs. Data presented by the plaintiffs showed that 93% of cashier positions were held by women, and they made less than the male cashiers (\$13,800 and \$14,500 respectively). It doesn't get any better at the higher levels, where the few women who made it to store manager earned average of \$89,300, while the guys pulled down \$105,700.

Data from the past couple of years are not available — if Walmart has corrected the problem, it doesn't want the world to know about it. And even if 100% of the wage discrimination has gone away (and cows can do cartwheels), it won't erase the damage to the women with short paychecks over several past decades.

One of the women in the suit, a single mother working as an assistant manager, was told, according to walmartclass.com, that a male in the same position making \$10,000 more a year was paid more because he had "a wife and kids to support." When she protested, she was asked to submit a personal household budget — and got a \$40 a week raise. Looks like a duck to me.

Most people don't know that the majority of the working poor, and Wal-Mart is responsible for a bunch of them, are adult women. They're also mostly white (58%) and mostly high school educated or higher (77%).

Wal-Mart is ranked second in the Fortune 500, and is the nation's largest non-government employer. Members of the Walton family hold four of the top ten positions on the Forbes list of the 400 richest Americans, with assets of over \$80 billion. If they gave up just a measly nickel on the dollar, they could raise the wages of their approximately 869,000 female workers by over \$2.20 per hour — enough to lift many of those lowest paid women above the poverty line — and just incidentally keep the company out of the courthouse.

Of course Wal-Mart is entitled to a fair profit, as are all businesses. But the key word is fair. If corporations are entitled to the most profit they can possibly make, we should go ahead and abolish the minimum wage and repeal our employment discrimination laws, or maybe just go back to slavery and forget about paying workers altogether.

In granting the female employees the right to stand together against the largest company in the nation, the lower court has taken a small step for womankind. Let's hope the Roberts Corporate Court doesn't knock the feet out from under those same women, and gut over 40 years of precedent in the process.

Leaders of Women's Organizations Send Letter to President Calling for Meeting on Budget, Ask That Women Be Included in Deficit Talks (May 24, 2011)

Washington, DC—The Older Women's Economic Security (OWES) Task Force, part of the National Coalition of Women's Organizations (NCWO), in a letter today to President Barack Obama called for the concerns of women to be considered in budget talks to reduce the deficit. The task force asked that members of the administration with expertise on women's issues be added to the White House's advisory team discussing strategies to reduce deficit spending.

"It is simply not enough to send a few privileged men to the table to 'solve' the nation's budget problem," states the letter from the OWES Task Force. "We welcome the opportunity to bring our voices and expertise to a discussion with you and your advisors, and we request that members of your administration with expertise on women's issues, such as Secretary Hilda Solis and Secretary Kathleen Sebelius, be added to the White House's advisory team working on these negotiations."

Signers to the letter include leaders from the National Organization for Women (NOW), the Black Women's Health Imperative, the Business and Professional Women's Foundation, Dialogue on Diversity, the Older Women's League, U.S. Women's Chamber of Commerce, Women's Committee of 100, the Women's Institute for a Secure Retirement, the Women's Research and Education Institute, and the YWCA USA.

"Under the guise of reducing the deficit, conservatives in Congress have set their sights on cutting programs that disproportionately employ and serve women," said NOW President Terry O'Neill. "Who will stand up for the millions of women who rely on these programs? Leaving it to the men is not the answer. Women must play a critical role in these negotiations."

Today, congressional leaders are gathering to meet with Vice President Joe Biden and his economic advisors at the historic Blair House to address the deficit. The talks come at a time when cuts to programs that are vital to women and their families—including Medicare, Medicaid, and Social Security—are being considered within far-reaching budget plans.

Women are now faced with an added economic challenge because they are not getting their fair share of jobs in the recovery. Even though the recession was dubbed a 'mancession' jobs are now being gained at a faster rate for men than for women. While men have recovered 24 percent of the jobs they lost during the recession, women have recovered only 14 percent of the jobs they lost. Single mothers and women of color are particularly at risk; their unemployment rates remain in the double digits.

The gender wage gap is an ongoing economic hurdle for women, who have lower median earnings than men in 107 out of 111 occupations, regardless of levels of education, according to research from IWPR.

You can find the full OWES Task Force letter to the President at <http://www.womensorganizations.org/index.php?option=content&task=view&id=742>.

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