



empowering women since 1881

The Anacortes Agent

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Anacortes Branch Annual Meeting ~ Thursday, May 8, 6:00 p.m.

Westminster Church Fellowship Hall – downstairs (9th & M)

A salad potluck will begin our evening. Salad greens, dressing, and beverages will be provided. Please bring something add to our salad bar. Following dinner we will hold our annual meeting. Selected officers will be elected and installed. This is the time to bring your suggestions for next year.

Your membership dues are due at this meeting.
Please make your check payable to AAUW for \$72.

Following our **Spring Scholarship event**, our Treasurer reported that to date we have received \$3,558. This includes funds acquired by auctioning Jennifer Bowman's poppy painting, ticket sales, left-over food sales, and donations. We have not factored in some of the receipts and there are still quite a few members that have not turned in their ticket money. It is our hope that when everything is finalized we will have close to \$4000 for scholarships this year. If you have not sent in a check for \$45 to cover the cost of selling or purchasing three tickets, please mail it to AAUW, P.O. Box 503, Anacortes, 98221, so we can count it toward the scholarships that will be awarded this May.



Dear AAUW members,

Thank you for selling all of those tickets and bringing your friends to the Event on Saturday. We had the best attendance ever! In addition, a big thank you for the beautiful food that you so generously brought. The food was marvelous. What a great team you are. It was a complete pleasure to work with all of you.

Did anyone find that they got home with a glass plate that did not belong to them? We have a member missing two glass plates.

Mary Rytand, Tea Chair



Pat Bell (5/2) Sheri Muntean (5/4) Kim Hall (5/7) Elaine York (5/8) Gina Van Hess (5/16)
Maureen Scheetz (5/17) Judy Higgins (5/18) Gail Cortelyou (5/23) Ginny Kluth (5/25)
Barbara Post (5/26) Cecilia Weldon (5/27)

Connect, Collaborate, Lead – AAUW Bridging the Columbia
Oregon-Washington Joint Convention on April 25-27, 2014
Embassy Suites Hotel at the Airport Portland, Oregon
Submitted by Co-President Rosette Dawson

This was a very busy 3 day convention – every moment filled with something to attend. **Anacortes** received an award certificate for increasing membership: number of members and percentage growth. I attended two state board meetings (WA state board + presidents of the branches). We voted in a new slate of officers and some proposed WA state bylaws changes (some mandated by national). (Rosette brought 3 auction items with proceeds to go to Tech Trek Fund 4371 for Anacortes campers. Read Me a Story, Donatello and Watermark Bookstore donated really great items! And Sheely's gave a discount on an item.)

There were 10 workshops. I attended:

Bringing Out the Leader in You!

Tackling Burn-Out: Filling Your Board with Fresh Faces

Deepti Gudipati (AAUW, Member Leadership Programs Director)

Impact of Social Media on Women & Women in Tech

Rebecca Norlander (AAUW Board of Directors)

Making Research Matter in the Lives of Women and Girls

Linda Hallman (executive director and CEO of AAUW)

Building Bridges: Using branch programming to connect your branch and community with AAUW

Pat Ross (previously President and program VP, Texas; currently President of Daytona Beach, Florida branch; a member of the AAUW Branch Program Resources Committee and the Legacy

(Note: Anacortes Branch already does some of this: Writers' Forum and coordinating with the League of Women Voters for candidate forums; Saturday Market membership drive; Spring Fundraiser program and our meetings with speakers are open to the public, i.e. STEM program in March.)

STEM & Tech Trek Plenary

In Washington, last year 50 girls; this year 90 girls!! AAUW Tech Trek got lots of donations. Oregon will have one camp with 30 girls this summer.

Pay Equity Panel

Lilly Ledbetter, co-author of *Grace and Grit: My Fight for Equal Pay and Fairness at Goodyear and Beyond* © 2012, which describes her journey up to the passage of the Lilly Ledbetter Fair Pay Act in 2009. President Obama signed the act into law on January 29, 2009.

Lisa Maatz, panel moderator, is Vice President of Government Relations at AAUW.

Karen Keiser, WA State Senator

Brad Avakian, Oregon Labor Commissioner

April 2014
Convention

Auction items from
Read Me a Story,
Donatello and
Watermark.



Lilly Ledbetter
Friday Evening — Pay Equity Panel

Linda Hallman
Speaker for
Research in Lives
of Women & Girls

In 1979, Lilly Ledbetter took a job at the Goodyear Tire & Rubber Company plant in Gadsden, Alabama. At the beginning of her career there, despite being the only woman in her position, Ledbetter was given the same starting salary as her male colleagues. Over the next 19 years she not only gained new skills and experience in her supervisory role, she also helped train a number of new hires—all men. In 1996 she received a "Top Performer" award for her contribution to the company.

In March 1998, Ledbetter inquired into the possible sexual discrimination of the Goodyear Tire Company. In July she filed formal charges with the Equal Employment Opportunity commission. In November 1998, after early retirement, Ledbetter sued claiming pay discrimination under Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963. She started with the same pay but by retirement she was earning \$3,727 per month compared to 15 men who earned from \$4,286 per month (lowest paid man) to \$5,236 per month (highest paid man). The Supreme Court did not rule on whether this was discrimination, just the statute of limitations to sue.

Ledbetter v. Goodyear Tire & Rubber Co., 550 U.S. 618 (2007), is an employment discrimination decision of the Supreme Court of the United States. Justice Alito held for the five-justice majority that employers cannot be sued under Title VII of the Civil Rights Act over race or gender pay discrimination if the claims are based on decisions made by the employer 180 days ago or more. The decision did not prevent plaintiffs from suing under other laws, like the Equal Pay Act, which has a three-year deadline for most sex discrimination claims or 42 U.S.C. 1981, which has a four-year deadline for suing over race discrimination.

This was a case of statutory rather than constitutional interpretation. The plaintiff in this case, Lilly Ledbetter, characterized her situation as one where "disparate pay is received during the statutory limitations period, but is the result of intentionally discriminatory pay decisions that occurred outside the limitations period."

In rejecting Ledbetter's appeal, the Supreme Court said that "she could have, and should have, sued" when the pay decisions were made, instead of waiting beyond the 180-day statutory charging period. The court did leave open the possibility that a plaintiff could sue beyond the 180-day period if she did not and could not have discovered the discrimination earlier. The effect of the Court's holding was reversed by the passage of the Lilly Ledbetter Fair Pay Act in 2009. President Obama signed the Lilly Ledbetter Fair Pay Act into law on January 29, 2009.

Ledbetter is the co-author of *Grace and Grit: My Fight for Equal Pay and Fairness at Goodyear and Beyond* which was published in February 2012



Soon to be a
movie!

Believed possibly to be the first black woman in the nation's history to receive a PhD in any field, Nettie Craig was granted a doctorate of music from the Kansas Conservatory of Music and Elocution in Leavenworth, Kansas, on 12 June 1883. (character actor meandering around the convention)

Slate of Officers for 2014-2015
Vice President - Membership - Cecilia Weldon (Co-Chair position still available)
Treasurer - Judi Slajer
Nominating Committee Chair - Karen Maughan

Please review these minutes so that we may vote to accept them at the annual meeting.

AAUW-Anacortes General Business Meeting on May 9, 2013

In attendance:

Barbara Lewis; Diane Dempsey-Marr; Corinne Salcedo; Robin Pestarino; Teresa Fulton
Laura Jane Viverette; Leslie Lukasik; Bunny Heiner; Letty Hafer; Jane Crannell; Judy Higgins
Maureen Scheetz; Nelle Jacobsen; Kim Hall; Judi Slajer; Reanne Hemingway-Douglass
Margaret Frey; Linda Hendrick; Rosette Dawson; Mary Rytand; Pat Bell; Betsy

7:00 PM Call to Order

Financial Report read. Pay dues as soon as possible.

Minutes of May 2012 Business meeting approved. Judi Slajer moved, Linda Hendrick 2nd.

Buddy system: Call Letty Hafer if you are interested and want to be involved.

Scholarship committee: Barbara Lewis wishes to be added. Nelle and Kim will co-chair.

Call for suggestions for summer field trip.

Board retreat will be June 24th 6:00 – 9:00 PM (any member may attend).

Letty read the AAUW-WA State annual April Business Meeting summary.

Rosette: Tech Trek (a new STEM program this year) and STEM summary.

Scholarship committee: 2013 recipients: Laura Smyth, Elizabeth McKeen and Emma Watson.

Introduction of some new members: mini-biographies: e.g. Teresa Fulton

Robin Pestarino: League of Women Voters will try to put on a candidate forum for mayoral candidates, our branch will help. She will confirm date during the summer.

2013 Book Talk theme will be civil war.

Pat Bell recounted story of the (outgoing) Presidents' pins, which were given to Leslie and Reanne.

Installation of New officers (Ora):

Slate of new officers; Judi moved and Bunny 2nd to accept. Approved.

Rosette Dawson and Linda Hendrick: Co-Presidents

Andrea Doll and Jamie Cromack: Co-Program

Teresa Fulton: Secretary/Communications

Adjourned at 8:30 PM. Respectfully submitted: *Rosette Dawson*