



AAUW advances equity for women and girls through advocacy, education and research.

Website: <http://marquette-mi.aauw.net>

Facebook: [AAUW Marquette Branch](#)

FROM THE PRESIDENT

I look forward to seeing you all again at our program on November 19th. Let's have a good turn-out for our guest speaker--bring a friend or two. By then, we will also know how well our Start Smart program fared. By the way, Mary Snitgen has also been working on a North Wind article highlighting the strong connection between our branch and NMU. We have much to be proud of!

*Meg Goodrich, President
AAUW Marquette Branch*

AAUW WORKSHOP FACILITATOR to be FEATURED at NOVEMBER 19 MEETING.

November 19, 7:00 pm at the Federated Women's Clubhouse, our branch will be privileged to hear Kerri Sleeman, Executive Director of Facilities at Michigan Tech University and a champion for pay equity.

Kerri testified before the Senate Health, Education and Labor and Pension Committee as Congress considers the Paycheck Fairness Act. She testified as an employee who had experienced pay discrimination when as a supervisor, she discovered that several male employees she was supervising were more highly paid with lesser qualifications.

Kerri now also serves as a regional field manager for AAUW's Start Smart salary negotiation workshop. She will serve as the facilitator for the Start Smart Workshop presented November 6 at Northern Michigan University. The workshop provides strategies to new job seekers to obtain an appropriate wage.

Bring a guest to hear Kerri discuss the wage gap between men and women in Michigan and the nation.

SEE related articles on page 2 of this newsletter.

Mary Snitgen, Membership Co-Vice President

Please save your Econo slips and bring them to the next meeting you attend.

YOUNKERS COMMUNITY DAYS COUPON BOOK SALES *update*

Monies collected at the last meeting combined with additional funds coming in since then have us well on our way to surpassing last year's total, \$790.00 so far! That's the upside. There's no real downside except for the timeline. Our November meeting is scheduled for the 19th. The Community Days Sale is scheduled for the 11th through the 14th. So, we need to wrap this up before the 11th.

Coupon booklets are still available for \$5.00. AND WE KEEP ALL THE MONEY. So, buy sell, give 'em away. Remember, each booklet contains a coupon for \$10.00 off on most regular and sale priced items. Also included are an additional 25% off shopping pass, a 30% off early bird coupon and great bonus offers. They make good gifts and remember, holiday time is on the horizon – present shopping anyone? Thanks for helping with the easiest fundraiser EVER!

*Contact Susan Uballo 226-3716 or 236-1660 or
Elizabeth Miller 228-9665 for speedy delivery!
AAUW Co-chairs for Youngers Coupon Book Sales*

NEW and RENEWING MEMBERS!

We have a former member and President of our Branch, Mary Buchman, who has renewed! Mary's contact information is in the Membership Booklet. She is living in Marinette, Wisconsin. We hope to see her when she comes to this area.

We also have two new members who are not in the Membership Booklet and have not yet been introduced to you in the newsletter.

Karen Bacula is a new member who teaches biology at Marquette Senior High School. Our other new member is Susan Sheridan. Susan has worked as a medical technologist and is now retired and enjoys doing art.

Please add this information to your Membership Booklet or on your techie devices. Thanks to Karen and Susan for joining!

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*Kathy Davis, kdavismqt@aol.com
Membership Co-Vice President*

GLIMMERS OF HOPE FOR PAY EQUITY

California passed the **California Fair Pay Act** requiring that women be paid equally for work that is similar to male colleagues. It ensures that employees who discuss wages or inquire about pay practices will not face retaliation. The bill also clarifies rules around employees recovering wages lost due to gender discrimination. It clarifies the employers' ability to defend such allegations. The California Chamber of Commerce supported this bill which is similar to the bill Paycheck Fairness Act SB 862/HR 1619. Although partisan posturing and gridlock have prevented Congress from passing this national legislation, California is showing us a *glimmer of hope*.

Another *glimmer* came when the U.S. Department of Labor Wage and Hour Division found more the 270,000 workers were owed \$240 million in back wages due to employers' labor law violations, it created an online tool called Workers Owed Wage (WOW) allows workers to discover if the Wage and Hour Division is holding wages owed to them. At <http://webapps.dol.gov/wow/> workers can search for their employer and put in their own name so they can be contacted about owed wages. The program was launched earlier this year and has returned \$800,000 in owed wages.

However, although the U.S. Census tells us that the mean wage for women workers is up 3 cents from 76 to 79 cents for every dollar earned by men (*a very slight glimmer*), at that rate, equity would still take 100 years. So, that Paycheck Fairness Act is much awaited.

Be sure to attend our November 19 Marquette Branch meeting **and bring a guest** to hear Kerri Sleeman discuss pay equity. Perhaps she'll have another glimmer of hope she can share with us.

*Karlyn Rapport,
Public Policy Representative*

SMART START SALARY NEGOTIATION WORKSHOP for WOMEN STUDENTS

November 6, 10 a.m. – Noon in the Great Lakes rooms, our Marquette Branch of AAUW will team up

with Northern Michigan University to present Start Smart, a national AAUW program developed to address the gender pay gap between men and women

This salary negotiation workshop will help women college students prepare for job interviews. They will learn how to develop a budget to determine what they will actually need for expenses. They will also role-play interviews to develop confidence and learn effective strategies to obtain an appropriate salary for their qualifications and experience.

Our branch was fortunate to receive a grant from Zonta to pay for the program. We are hoping that NMU will decide to offer this every year at their expense. This year I have been working with the Gender Working Group, Marina Dupler, chair, and the Center for Student Enrichment to prepare for the workshop

*Mary Snitgen
AAUW Start Smart Liaison*

update: FIRST LADIES BRUNCH – SATURDAY, FEBRUARY 20, 2016

"I don't think I'm allowed to talk about that. It is definitely not me. The role has been cast."

Mary Todd Lincoln

There is still time for you to join us in planning our engaging First Ladies Brunch. We have ideas swirling around like a November gale. Soon we will finish our hunting and gathering and put all of the "what pieces" into a "how we are going to do it".

This is a glimpse of the "what" so far... attendees can share a story, trivia or quote from her favorite First Lady. How about a description of women's roles and *your* First Lady's impact during her years in the White House or post? What do you admire about your First Lady? Do you have any recommended reading about your First Lady? Would you like to dress as your First Lady?

Can't think of fun First Ladies? Try....Google... a tidbit from quick search, "How many former First Ladies are still living?" If you find out, tell us in February at the brunch!

Join us.... email your ideas for what and/or how, give us a call, or come to our how-to planning gathering date to be set soon.

*Les Bek, 869-5298, lbek@qsnwql.org
Meg Goodrich, 226-8920, meg.goodrich2@gmail.com*

CLUBHOUSE UPDATE

Katie is no longer the clubhouse caretaker. Each organization is to set up/clean up after each of their meetings. Hostesses and program reps will work together on this, for each meeting.

For now, we will have to get the key each time from Rita Rossway at *Interiors by Design*, 201 N Front St. That is just a block away from the clubhouse, but remember to arrange ahead of time, (906) 228-2440, to get the key. (Note: For the time being, Kathy Davis also has a key.)

With the absence of a caretaker, the Clubhouse board will use the "down time" to clean the apartment and make some much-needed renovations before it is rented out. Renovations are happening now.

Yesterday's Treasures Sale – December 5

Will be held at the Clubhouse the first Saturday in December, December 5. Remember to donate your White Elephants, and packaged baked goods.

Sally Closser

*AAUW Representative to the
Federation (Clubhouse) Board*

AAUW HOLIDAY DINNER

Federated Women's Club House

December 10, 2015 6:00 p.m.

MENU

Holiday Salad of Organic Mixed Greens, Gorgonzola, Cherries and Pistachios

Baked Amish Chicken Breasts with Citrus Butter and Almonds

Sunshine Carrots

Wild Rice Pilaf

*Quinoa Stuffed Squash (vegetarian option)

French and Wheat Rolls with Butter

Cranberry Meringue Tart, Triple Chocolate Cake or Both

Decaf and Regular Coffee

Complimentary Champagne

\$27 per person

(Includes tax, service and clean-up)

Catered by Babycakes

ENTERTAINMENT

An American Songbook Holiday: Jeffrey Carrier accompanied by Jeffrey Bruning

GUESTS ARE WELCOME!



RSVP

Please mail this coupon and check by November 28th to:
Meredith Kulisheck, 617 W. Hampton St., Marquette MI 49855

NAME: _____

NUMBER ATTENDING: _____ TOTAL AMOUNT ENCLOSED: \$ _____

**Please check here to order the Vegetarian Option _____*