

The Montage



Turlock-Modesto Branch

Volume 61 Issue 3

January 2020

President's Message BITS AND PIECES Beverly Schlegel

I believe the future of our Branch is bright!

Our dedicated members have been working to raise funds for our seventh-grade Tech Trek girls, high school scholarships and to fund advanced studies of young women. Net income from the 2019 Scholarship Wine Social was \$11,274.32!

Thank you Valerie, Bjorg, Committee Members, Branch member volunteers at the event, donors and Toscana's for ALL you did to make the Wine Social a success.

Especially this year let's celebrate the 100th anniversary of the passage of the 19th Amendment that insured women the right to vote. Watch for information on events being planned in our Branch area.



Live AAUW's Mission: to advance equity for women and girls through Advocacy, Education, Philanthropy and Research.

ADRENNAL KHAS OUR GUEST FOR TABLE TALK EVENT



"Women must learn more than ever, to empower each other." Adrenna Alkhas

This year's final Table Talk program will be an exciting event featuring a speaker you don't want to miss. So, first of all, please be aware the date has been changed. We will meet at **6:00 p.m. on Thursday, January 30 at Toscana's Restaurant, 1801 Colorado Avenue** in Turlock. Our special guest for the evening will be Turlock resident Adrenna Alkhas, award-winning marketing and communication director for the Stanislaus County Fair for the past decade and adjunct professor at both CSU Stanislaus and Modesto Junior College. Adrenna is also the author of two books, the first being *The Adventure of Nene*, a Kindle book written for children ages 2-10 and

designed to help overcome fear of great unknowns (like kindergarten). Adrenna's second book is a personal story about being a woman in the workplace and among other issues, particularly addresses the question "Why are women adopting a dog-eat-dog attitude?" toward each other. Come join us for an inspirational, thought-provoking program. Copies of *Empower* will be available for purchase.

A \$20 charge provides yummy appetizers. Attendees may pay with cash or by check made out to AAUW Turlock/Modesto branch.

Please RSVP before January 26 to Pat Portwood 209-634-3592.

FUNDS LUNCHEON FEATURES FELLOWSHIP SPEAKER

We are fortunate this year to have Jazmyne Gill join us as guest speaker at our February 29 Funds Fellowship Luncheon. In October Nedra Voorhees and I heard her speak. We thought her story very interesting and we think you will too.

Jazmyne attends Sonoma State University where she seeks an M.S. in Marine Ecological Physiology. One of her projects involves preparing new life forms (sea urchins) for rising ocean temperatures!

The Luncheon begins at 11:00 a.m., Saturday, February 29 at Toscana's Restaurant in Turlock.

Reservations are needed before February 18 so please send your check for \$35.00 to AAUW Turlock/Modesto Branch, PO Box 2373, Turlock 95381.

On the memo line please indicate your luncheon choice: Chicken Piccata, Almond Crusted Chicken Salad or Eggplant Parmesan.

Valerie Doherty, Funds Co-Chair

A THANK YOU AND A REMBRANCE

As is our tradition, this fall we mailed a copy of our 2019-2020 Directory to the survivors of our deceased member Mary Lou McGrath, in whose memory the booklet was dedicated.

Kymn McGrath, Mary Lou's daughter, responded with a special thank you to our members that she wrote on one of her mother's beautiful handmade cards.

We thought you would enjoy seeing the drawing from Mary Lou's card so here it is, in memory of her again.



Successful Scholarship Fundraiser

We did it again! Our November 3 Scholarship Fundraiser event netted over \$11,000! Bravo to all who helped by selling your tickets, inviting friends, donating items and helping with set up. It took a lot of us to make it happen and you came through. Many thanks for your support for this worthy event.

Because of our success the Board voted to double this year's high school scholarships! We have reason to feel great satisfaction from our labors.

Valerie Doherty and Bjorg Johansdottir
Funds Co-Chairs

PAY EQUITY UPDATE

In September's *The Montage* we reported on *The Fight for Pay Equity*. AAUW had released results of a study, surprising no one, that proved women earn less than men in like positions all across the U.S. At that time, the good news was that California ranks first in the nation in gender pay equity progress and also in pay equity protections enacted into law. Though we're glad for that, new information remains troubling.

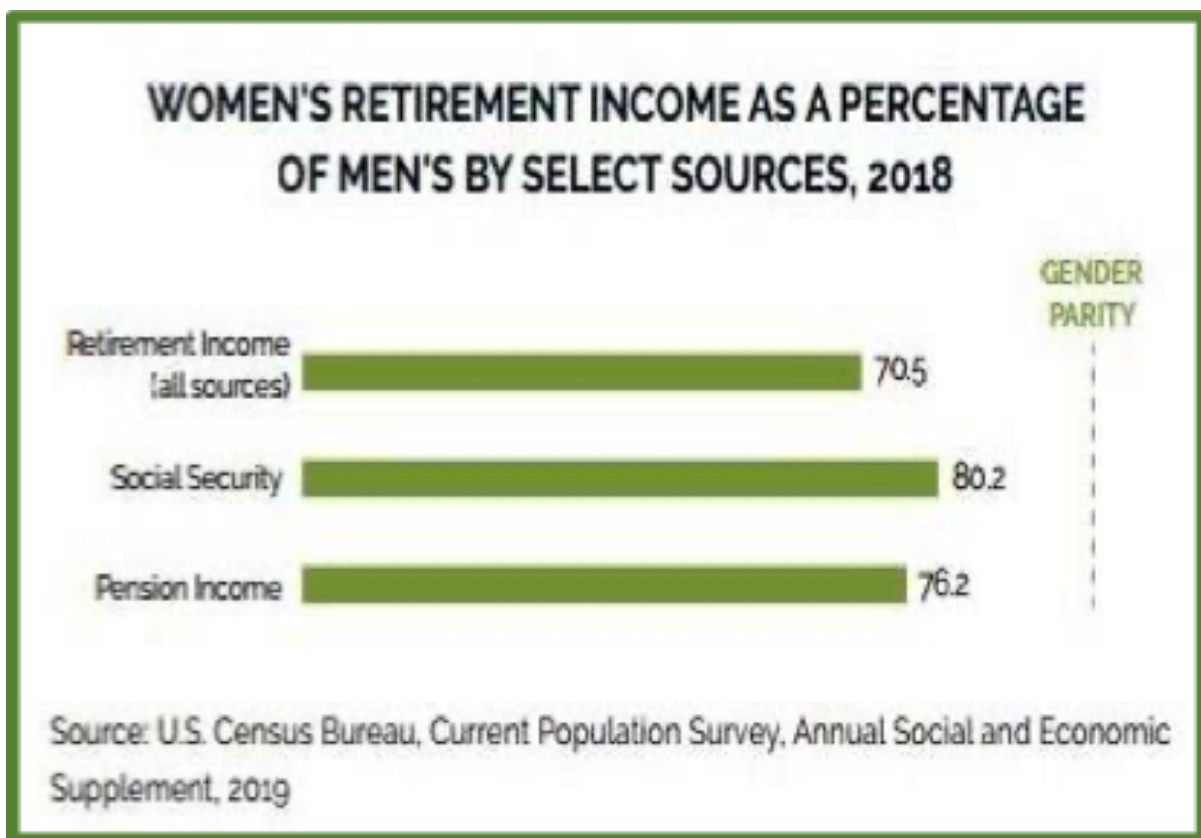
Last month, AAUW released some updated highlights of our signature report *The Simple Truth about the Gender Pay Gap*. The analysis indicates that women do not make less money simply because they choose different careers than men or decide to become mothers. Rather, the undervaluing of women's work, implicit bias against working mothers and direct race and gender bias diminish women's salaries. The pay gap increases over the course of a woman's career and is widest for women ages 55-64. This likely reflects the long-term effects of direct and indirect discrimination, which compound over time.

Women face an income gap in retirement. Because they have earned less and therefore paid less in the Social Security system, they receive less in Social Security benefits. They also lag behind men in pension benefits and all other sources of retirement income.

Last month's report concisely discusses these and other factors that contribute to the gender pay gap and suggests ways we can help to close it.

Download the full report from the AAUW website:

https://www.aauw.org/files/2016/02/Simple-Truth-Update-2019_v2-002.pdf



Governor Signs AAUW-Supported Bills Into Law

*by Magaly Zagal, Legislative Advocate
for AAUW-California*

The 2018-19 legislative season has come to a close, and by October 13, 2019 Governor Newsom signed 870 bills out of the 1,042 bills that were presented to him. Among the most significant of these were the following bills – which will become law due to the advocacy and research support offered by AAUW-CA:

- AB 9 - Extends the time for filing harassment and discrimination claims under California's Fair Employment and Housing Act (FEHA) from 2 to 3 years, allowing survivors additional time to seek redress.
- AB 51 - Prohibits an employer from requiring an employee to waive any right for a labor code violation as a condition of employment, continued employment or receipt of employment benefits.
- AB 59 - Directs county elections officials to consider a vote center location on a public or private university with the intent to increase youth voter turnout.
- AB 170 - Closes a gap in the law to ensure that employers do not resort to subcontractor agreements for purposes of avoiding liability for sexual harassment claims.
- AB 218 - Increases the civil statute of limitations period for commencement of a sexual assault cause of action. This will give sexual assault survivors sufficient time to access civil remedies.
- AB 381 - Ensures that prevention and bystander intervention outreach on dating violence information is made available to

incoming students during orientation.

- AB 543 - Ensures that all ninth-through twelfth-grade students receive a written policy on sexual harassment information during orientation. AAUW's report "*Schools Are Still Underreporting Sexual Harassment and Assault*" was critical in helping support the legislative analyses for AB 543.
- AB 749 - Prohibits the use of "no rehire" clauses in settlement agreements that broadly restrict future employment opportunities for workers settling a sexual harassment or other claims.
- AB 809 - Mandates that public postsecondary institutions provide notice to students to ensure that pregnant and student parents are aware of their Title IX rights.
- AB 922 - Allows a woman providing human oocytes for research to be compensated for her time, discomfort, and inconvenience in the same manner as other research subjects.
- SB 24 - Increases access to reproductive health services for students at public universities and colleges by providing medication abortion at student health centers.
- SB 142 - Requires employers to have a written lactation policy and lactation spaces that meet minimum requirements for lactating workers. While existing law requires employers to provide parents with the time and space to express breast-milk, SB 142 places specific guidelines to ensure that parents are sufficiently protected in the workplace.