



EMPOWERING WOMEN SINCE 1881

## INDEPENDENCE BRANCH

Empowering women since 1940

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

### Message from our President, Jolene Cerveney:

The first general meeting of the Independence Branch AAUW which I presided as your president is now history! Hope you enjoyed the meal, program and camaraderie as much as I did. My message today comes from the AAUW website. I encourage you to take time to read the fact sheet on the Paycheck Fairness Act of 2019. I feel it gives clarity to the issues of equal pay. As a former Girl Scout leader, the mother of a current leader and grandmother to a scout, I am looking forward to the October program “STEAM in the Girl Scout Organization”. See you October 22.



### Fact Sheet:

## The Paycheck Fairness Act of 2019

January 24, 2019

Passing the **Paycheck Fairness Act** is a critical step to closing the gender pay gap. The proposed law includes key provisions that would address loopholes in the Equal Pay Act of 1963, ensuring that employers pay women and men equally for equal work. The bill is sponsored by Rep. Rosa DeLauro (D-CT) and Sen. Patty Murray (D-WA).

“The Paycheck Fairness Act is essential to eradicating practices that have perpetuated the pay gap for far too long. In 2019, the idea that we still don’t have equal pay for equal work is nothing short of outrageous. **AAUW urges the 116th Congress** to take this important step towards pay equity with the swift passage of the bill.”

— Kim Churches, CEO, American Association of University Women

(Continued on next page)

## What It Will Do

The Paycheck Fairness Act would:

- **Prohibit employers from using salary history** which ensures that salaries are not based on prior pay disparities that can follow workers from job to job.
- **Protect against retaliation for discussing pay with colleagues**, including stopping employers from being able to fire employees for sharing information. Greater transparency about salary is key to helping identify disparities.
- **Ensure equal pay for equal work**, requiring employers to prove that any pay disparities that exist between men and women are a business necessity and job-related.
- **Equalize discrimination claims based on gender, race, and ethnicity**, so plaintiffs who file claims under the Equal Pay Act have the same robust remedies as those who make claims under other laws.
- **Support employers and employees to achieve fair pay practices**, including providing technical assistance to employers, requiring wage data collection, and offering salary negotiation training programs to give women the tools to advocate for higher wages.

## Why It's Needed

Women working full time are paid, on average, only 80 cents for every dollar paid to a man—a figure that has changed by less than a nickel during the 21st century, [according to AAUW's Simple Truth about the Gender Pay Gap report](#).

- **The gender pay gap exists across all demographics**, in every part of the country, and in nearly every line of work — including female-dominated professions like teaching and nursing.
- **The pay gap tends to be larger for women of color**: Black women are paid just 61 cents for every dollar paid to white men. American Indian/Alaskan native women are paid 58 cents for every dollar paid to white men. Latinas are paid just 53 cents for every dollar paid to white men.
- **The gap exists across all age groups**: Women ages 20 to 24 are paid 90 percent as much as men in the same age range; and the gap grows from there with women ages 25 to 34 receiving 88 percent as much as men, 35 to 44 year old women taking home 81 percent as much as men, and women 45 to 65 being paid 78 percent as much as men.
- **The pay gap hurts women in retirement** because expands and compounds over a lifetime. Women are less able to pay off debt and receive less in Social Security and pensions. Men over 65 make \$1,016 per week, while women in the same age range make only \$782.
- **The poverty rate** for working single mothers would be cut in half if the pay gap were closed, and 2.5 million children would be lifted out of poverty, [according to the Institute for Women's Policy Research](#).

## State and Local Equal Pay Initiatives

In recent years, there has been strong momentum at the state and local level to close the gender pay gap: More than 40 pay equity bills were introduced in states last year alone and at least five states have passed a law in each of the last four years. Despite this progress, the federal Paycheck Fairness Act is still essential to ensure that all Americans benefit from the same strong policies and protections.

## AAUW Analysis: State Equal Pay Laws, by Strength

(Detailed breakdown of types of equal pay state policies can be found [here](#).)

**Strong:** California, Illinois, Maryland, Massachusetts, New Jersey, Oregon, Washington

**Moderate:** Alaska, Arkansas, Colorado, Connecticut, Delaware, DC, Hawaii, Idaho, Iowa, Maine, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Dakota, Ohio, Oklahoma, Rhode Island, South Dakota, Vermont, Wisconsin, Wyoming

**Weak:** Arizona, Florida, Georgia, Indiana, Kansas, Kentucky, Louisiana, Missouri, Montana, North Carolina, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia

**None:** Alabama, Mississippi

## Upcoming Events

- ~ October 8 – AAUW Book Club = **The Book Woman of Troublesome Creek** by Kim Michele Richardson, Led by Lois Domsch (Coffee 9:15/9:30 Discussion, Barnes and Noble, 19120 E. 39<sup>th</sup> St.) 
- ~ October 22 – Monthly AAUW Meeting, Carmen Gleason, Speaker (See Below)
- ~ November 6 – AAUW Bridge (see Jane Campbell for details/questions), 1 pm
- ~ November 12 – AAUW Book Club = **What the Eyes Don't See** by Mona Hanna-Attisha, led by Jane Campbell
- ~ November 18 & 21 – MCC Cares Community Day = 11am-1pm, Blue River Campus Center

## AAUW Meeting & Program for Oct. 22:

First United Methodist Church  
400 W. Maple  
Independence, MO.



Carmen Gleason, Chief Operating Officer for the Girl Scouts of NE Kansas and NW Missouri area, will update us on the mission of the Girl Scout program. Come learn how STEAM, Outdoor Experiences, Civic Engagement, Entrepreneurship and other aspects of Girl Scouting is being incorporated into their programming. Carmen joined the Girl Scouts NE Kansas and NW Missouri in May 2015.

Kathy Keeton

**Volunteer Opportunity** = Barbara Leabo, college coordinator, shares that MCC is organizing a new event, MCC Cares Community Day. Its purpose is to give local partners a chance to offer information to students about services they may access. It will be at Blue River Campus Center from 11:00 AM to 1:00 PM on Monday, November 18th and Thursday, November 21st. AAUW will be sharing WORK SMART with students. **Volunteers will be needed on those days.** There will a sign-up sheet at the October meeting.

## Reminders:

Please check to make sure your personal information is up-to-date on the AAUW website. Here are the steps to check:

1. Go to <https://www.aauw.org/>
2. Click on the MSD tab at the top of the page.
3. Enter your Member ID and Password. You might want to add your password to your yearbook with your Member ID.
4. Click Enter Member Services Database
5. Check your Contact information. Make changes as needed.

Thinking of becoming an AAUW two-minute activist? Here's the link to sign up!

- <https://www.aauw.org/what-we-do/public-policy/two-minute-activist/>

Please save paper/Xerox boxes with lids for Kathy Kelley for the Book Fair.

## Membership News

Membership Team, thanks all for participating in our first 'mixer' of the year. In October, members will be asked to complete an Interest Survey; hopefully to allow different committees to 'tap' you for input. Looking forward to our next mixer activity. Sue Raymond

**Thank you to all the members that brought food for our potluck!**

Thank you also to the Hostesses for our September meeting:

Judy Tyson, Karen Johnson and Lisa Cox.



## Minutes from the September 24th, 2019 meeting

We gathered for a potluck dinner before our 1<sup>st</sup> business meeting of the year.

Christina Leakey, President and CEO of Truman Heritage Habitat for Humanity, was our guest speaker for the evening.

Habitat for Humanity eliminates problems with housing to find people who are struggling a good place to live. They support community volunteers that are committed to help a family, to set goals for a new home. They are also big on re-purposing and they serve all of Eastern Jackson County.



Christina Leakey and Jolene Cervený

They have two ReStore stores that are discount home-improvement centers that sell new and used building materials, appliances and furniture at a reduced price to help the families with needs for their new home. They accept donations from individuals, business and churches.

New homeownership also comes with programs to help the family who is struggling to maintain a home. The last three years they have provided for elderly home preservation like (roof, improvements to home or mechanical help). They usually have majority of women lead households, but sometimes there are men lead households.

They also offer Hope programs to help women, to prepare for home ownership with financial status. They staff qualified financial officers and offer a leading hand from Community Service League and Hillcrest Ministries. Sell the home for appraised value with zero interest and a 30-year mortgage.

Women's Hard Hat Society works with Truman Heritage Habitat by volunteering on construction and other projects, and networking groups and social time.

At the end of each project, the whole team that worked on the home, hands over the keys to the family and watch over the family to meet their goals. You can also have the minister of the family's choice come and bless the new home for the family.

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Jolene Cervený, President, began our meeting with each member repeating our mission statement.

Sue Raymond shared the team's enthusiasm to create activities to increase involvement and interaction among branch members. Next meeting members will be completing a Member Interest Survey.

Lois Domsch, Financial Officer, presented our end-of-year money Budget. If you will notice, there is a line added to the budget "Special Projects" which is for our STEM program.

Motion to accept the Budget (see below), 1<sup>st</sup> & 2<sup>nd</sup> motion, everyone approved.

## (September 24, 2019, Minutes, Continued)

Jolene asked that each member go to the AAUW website, ([www.aauw.org](http://www.aauw.org)) and type in msd, click on it, know your member number and then come up with a password. Go ahead and look at your profile and update it if needed. **(\*\*\*Please see the Reminder section of the newsletter, shown above, for directions on completing this request.)** Handed out AAUW printed business card that tells about our organization.

Kathy Kelley, spoke about the Book Fair. Will be held March 5-7 at the Independence Center (east side of Macy's). This year Kathy mentioned we will be more selective on our books that we will be selling at the Book Fair. Barrels will go out in January and pricing to begin in January also. Will be in need of paper boxes, bank boxes and small boxes with lids. We received a "Thank You" note from the History Museum of East Otter Tail County in Perham, Minnesota, for a collectable book that was donated to them from last year's book sale.

Barbara Leabo spoke on College/University. On Constitution Day, September 17<sup>th</sup>, Jane Campbell and Kathy Keeton registered voters at MCC Business & Technology College at Blue River. Jolene Cerveny and Barbara Leabo did the same at the Business and Tech Campus. The committee has been working with Shelby Coxin about events we'd like to see AAUW involved in. We will be at MCC Cares Community Day on November 18<sup>th</sup>. We will share Work Smart with the students.

Mary Morgan talked about STEM. In the Independence Schools, she has been working with the school librarian about kids that get finished with their work assignments early, and it also allows the librarian to have small groups or offer break time to girls only to use the STEM bins. It is filled with different things, dominoes, paper cups, etc. In the library students can pick up a STEM Bin and task cards to work on with other students as a group. AAUW's cost would be \$135.00. We would like to start with Proctor school. Purchase 15 STEM Bins, to give to the librarian at Proctor Elementary School. The question was asked if we needed to vote on using this money, and it was mentioned that there are funds in the budget, so no need to vote on the idea. Public Policy-Laura Vernon and Renee Freers reminded us we need to support Public Policy. Our goals for public policy this year are in line with the Biennials Action Priorities of AAUW National. The priority "To support a strong system of public education that promotes gender fairness, equality and diversity". Also mentioned Title 9 and closing the pay gap by the year 2030.

Kathy Vest spoke on Student Awards, her team will be in touch with Middle School and Senior High students. Re-Entry is on April 15<sup>th</sup>.

Sue Shineman-Work Smart, pushing forward after the Blue River meeting. Looking to get with Mid-Continent Library for a workshop at one of the locations. AAUW didn't get the Coke-Cola grant, but we may have another shot at the grant in the future.

Jolene mentioned looking ahead in 2020...

-80<sup>th</sup> Anniversary of our branch

-100<sup>th</sup> year of the 19<sup>th</sup> amendment, the right for Women to Vote. Every branch to celebrate in our communities.

Meeting adjourned.

Jeanne Schneider  
Recording Secretary

**AAUW Proposed BUDGET 2019-2020 Aug 6, 2019**

|  |                        |
|--|------------------------|
| <b>Balance carried forward for budget July 1, 2019</b> | <b>10383.36</b>        |
| <b>Estimated Receipts</b>                              |                        |
| Branch Renewing Dues 5@ \$16 + Interest/Dividends      | 92                     |
| <b><u>TOTAL RECEIPTS</u></b>                           | <b><u>10475.36</u></b> |
| <b>OPERATING Expenses</b>                              | <b>Proposed</b>        |
|  | <b>19-20</b>           |
| President  | 100                    |
| Program VP   | 265                    |
| Membership VP  | 250                    |
| Recording Secretary                                    | 10                     |
| Corresponding Secretary                                | 15                     |
| Yearbook Editor  | 85                     |
| Financial Officer                                      | 20                     |
| AAUW Fund & Diamond Club Chair                         | 10                     |
| ByLaws/Parliamentarian                                 | 10                     |
| Historian  | 20                     |
| Hospitality  | 100                    |
| Newsletter   | 75                     |
| Nominating Committee Chair                             | 10                     |
| Publicity  | 10                     |
| Public Policy  | 60                     |
| Liability Insurance                                    | 190                    |
| Rent   | 105                    |
| State/Regional Conference Registrations                | 500                    |
| National Association Convention                        | 0                      |
| Special Projects: STEM, Work Smart, etc                | 500                    |
| College Relations                                      | 150                    |
| Miscellaneous  | 300                    |
| <b>TOTAL OPERATING EXPENSES</b>                        | <b>2785</b>            |
| <b>DESIGNATED FUNDS HELD FROM PREVIOUS YEAR</b>        |                        |
| AAUW Fund (National)*                                  | 1830                   |
| Community Projects (Ongoing)                           |                        |
| Re-Entry Award   | 500                    |
| Re-Entry Student Luncheons                             | 50                     |
| Re-Entry Chair Expenses                                | 10                     |
| Woman of Achievement                                   | 55                     |
| High School Scholarships                               | 1500                   |
| Student Awards   | 185                    |
| National Association Convention/Reserve                | 2000                   |
| <b>TOTAL DESIGNATED FUNDS</b>                          | <b>6130</b>            |
| <b>PROJECTED Balance in ACCOUNTS - June 30, 2020</b>   | <b>1560.36</b>         |
| <b>TOTAL BUDGET AMOUNT</b>                             | <b>8915.00</b>         |

\*Meets 2019 AAUW Fund goal of \$30 per member x 61 members

## September 2019 AAUW Financial Report

### CHECKING ACCOUNT

|                                  |           |  |       |                 |
|----------------------------------|-----------|--|-------|-----------------|
| <b>BALANCE ON HAND 8/31/2019</b> |           |  |       | <b>\$960.23</b> |
| RECEIPTS                         |           |  |       |                 |
|                                  | 9/30/2019 | Deposit AAUW C&D 1 mbrshp                | 16    |                 |
| TOTAL RECEIPTS                   |           |  |       | \$16.00         |
| DISBURSEMENTS                    |           |  |       |                 |
| 4589                             | 9/23/2019 | Copy Print                               | 96.91 |                 |
| 4590                             | 9/23/2019 | Habitat for Humanity/Christina Leakey    | 40    |                 |
| 4591                             | 9/24/2019 | Judith Tyson Hospitality Sept            | 20.95 |                 |
| 4592                             | 9/24/2019 | Sue Raymond Membership materials         | 28.58 |                 |
|                                  | 9/28/2019 | VISA debit card AAUW 2 mbrshps + 1 state | 148   |                 |
| TOTAL DISBURSEMENTS              |           |  |       | \$334.44        |
| <b>BALANCE ON HAND 9/30/2019</b> |           |  |       | <b>\$641.79</b> |

### SAVINGS ACCOUNT

|                                  |                    |        |        |                  |
|----------------------------------|--------------------|--------|--------|------------------|
| <b>BALANCE ON HAND 8/31/2019</b> |                    |        |        | <b>\$9580.05</b> |
| TOTAL RECEIPTS                   | Dividend September | \$1.18 |        |                  |
| TOTAL DISBURSEMENTS              |                    |        | \$0.00 |                  |
| <b>BALANCE ON HAND 9/30/2019</b> |                    |        |        | <b>\$9581.23</b> |

**TOTAL ASSETS 9/30/2019: Checking \$641.79 + Savings \$9581.23 = \$10223.02**