



Empowering Women
since 1881



The Beacon

Santa Cruz County Branch, American Association of University Women

October 2016

State Ballot Propositions Community Pros & Cons Forum

Wednesday, October 5, 2016

6:30 - 8:30 PM

Live Oak Senior Center

1777 Capitola Road, Santa Cruz

(between 17th Ave. and Chanticleer Ave.)

This November, California's state ballot includes 17 propositions on everything from plastic bags to the death penalty. Non-biased Pros & Cons of the various propositions will be presented, including time for audience questions and answers.

Members of the public are welcome, so bring your family, friends and neighbors. Admission is free although donations to help defray cost will be accepted. Light refreshments will be served. More information at www.lwvsc.org.

Co-sponsored by the

American Association of University Women

and the

League of Women Voters of Santa Cruz County



AAUW: Empowering Women Since 1881

Visit our website: <http://santacruz-ca.aauw.net/>

Board Meetings

Board meetings are held at 10 a.m., on the first Monday of each month. If you wish to be on the agenda, please contact the Secretary in advance. All members are welcome to attend!

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graceger@sbcglobal.net

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lynn.cummins@csun.edu

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**President's message:**

Hello AAUW members and welcome back from our summer break. As Branch President for 2016-17, I'm looking forward to our upcoming events. I hope to see you there and to meet our new members.

Autumn always holds bit of excitement for me, a "back to school" feeling, that it's time to refocus on goals and accomplishments. This season, our Branch wants to increase awareness about the vital work AAUW does on state and national levels. Another goal is to make AAUW more visible in our community. For example, on Tuesday October 5 our branch is co-sponsoring an event with the League of Women voters discussing issues on the California ballot.

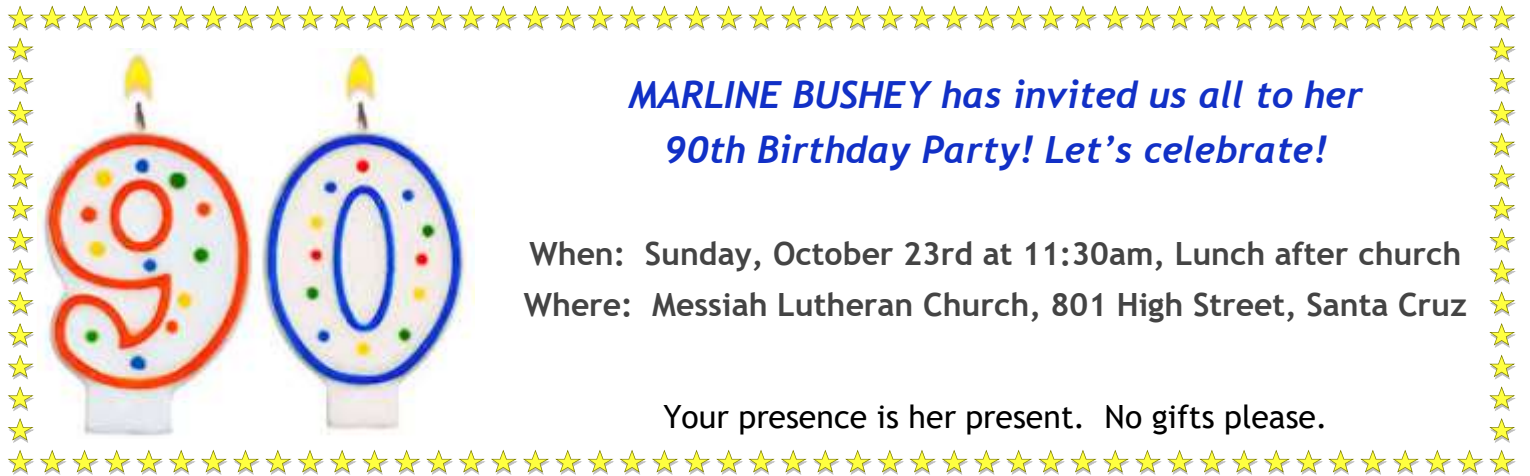
We're also trying to reevaluate our members' preferences and we have some challenges in this area. A few years ago we decided to email our newsletter, The Beacon. Like many social and political groups, we did this to save the significant effort and expense of using the US Mail. But we're beginning to wonder if the Branch's information is reaching our members.

We're asking for your feedback on some issues. Some say they were more likely to read the printed version of The Beacon. They might refer back to it with a cup of coffee. With the online version they glance through it once. Some AAUW Branches charge a yearly fee of \$9-10 to mail a printed newsletter. Would you prefer to pay this fee to receive a printed copy? Would you help with the mailing effort? Have you considered printing your own copy from the online version? Our Membership Meetings have typically been luncheons. Would you prefer a different type of get-together, perhaps a dessert only event with more opportunity to mingle? Do you have other suggestions for us?

Any feedback will help tremendously. An email or phone call to a Board member would take only a few minutes. We have a lot of competition for your time and energy, but we're confident our Branch offers a unique way to connect at the local level with our shared interests. We want to know how best to serve our members and to advance the goals of AAUW.

Grace Gerbrandt
 President, AAUW Santa Cruz County

Membership News



***MARLINE BUSHEY has invited us all to her
90th Birthday Party! Let's celebrate!***

When: Sunday, October 23rd at 11:30am, Lunch after church
Where: Messiah Lutheran Church, 801 High Street, Santa Cruz

Your presence is her present. No gifts please.

A Warm Welcome to our Newest Member... [Laura Boostani](mailto:lauraboostani@gmail.com), lauraboostani@gmail.com
We'll wishes to...

[Kay Dobbertin](#), who fell and broke her arm.

[Bettye Pina](#), who moved to Hillsborough, OR over the summer, is recovering from a double knee replacement.

Our Sincere Condolences... to the family of Life Member [Frances Kempton](#) who passed away recently. We will update you if more details become available.

Calling All Book Lovers:



Are you looking for a book group? The AAUW Tuesday Evening book group invites you to join them for lively discussions. We meet on the first Tuesday evening of each month, first discussing the chosen title and then sharing what we've read throughout the previous month. Please contact Joan Schwimmer, 408-353-2667, joanschwimmer@hotmail.com for more information about the Tuesday book group.

AAUW Fund Luncheon—October 29th

We've all been invited to meet in Danville on Saturday, October 29 and hear 2016-17 Fellowship and Grant recipients studying in Northern California. The reservation form for the \$40 event is in the September *California Perspective* and at the aauw-ca.org website. The deadline is Oct. 17. If you want to attend but this seems like a long drive alone, join the Santa Cruz County Branch car-pool! Call Lynn Cummins at 728-2128 for info.

Public Policy Note

See the last two pages of this issue of the Beacon for some very interesting information on the fight for pay equity.



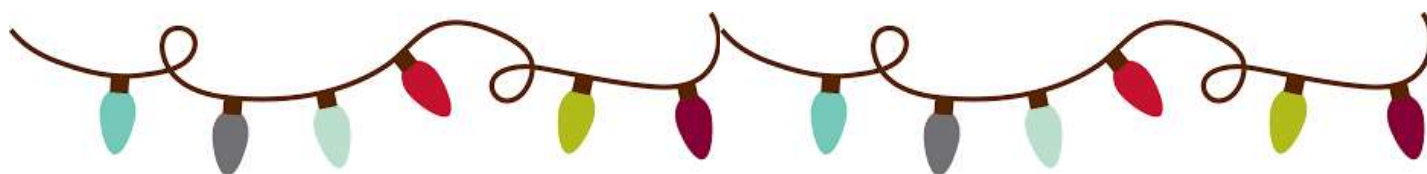
Let Hospitality Chair [Anne McCallum](#) know if you hear of anyone who needs a kind thought or some cheering up. Tel. 465-1840.

Local Scholarship News

Our fund raising efforts this summer have been quite successful. We have raised over \$1100 and hope those of you who haven't had a chance to respond to our appeal will find time to do so in the near future. Our thanks go to: recently deceased Life Member **Beverley Bontadelli**, **Carole Beckett**, **Sharon Bush**, **Cathy Chavez-Miller**, **Karen Coatney**, **Diane Cooley**, **Mary Jo Dunn-Ruiz**, **Madeline Fjelstad**, **Grace Gerbrandt**, **Kit Hein**, **Audie Henry**, **Trisha Kett**, **Anne McCallum**, **Pat Nellany**, **Natalie Oliver**, **Priscilla Peters**, **Nancy Remde**, **Cindy Schuette**, **Joan Schwimmer**, **Anne Sherwood**, **Mary Lou Stewart** and **Phyllis Taylor**.



To contribute to this fine fund, please make your checks payable to: AAUW-Santa Cruz County Branch-Local Scholarships and send them to Jeanne Jorgensen, 270 19th Ave., Santa Cruz, CA 95062.



HOLIDAY PARTY PLANNERS NEEDED

Our Holiday party will be on Saturday, December 3, 2016. Every year we have tables of white elephants, food, crafts, silent auction, etc. The activity works best if many helpers are involved. If you would like to be part of the planning of this fun event, please call Jeanne Jorgensen, 477-7025 or Dorothy Patrick, 476-4462 to volunteer. Many thanks!

Tech Trek News



Our Oct. 1st gathering will feature the Tech Trek campers. Four of the five girls are able to attend and share their experiences. We are pleased that the 7th grade math teacher from Aptos Jr. High will join us, too. We will have baskets available for Tech Trek donations for the 2017 camper scholarships. In October a letter will be sent to members asking for your support, once more, of the Tech Trek program. If you have not done so in the past, I hope you will consider donating this year. It is such a worthwhile project to invest in and truly reflects AAUW's values of supporting and sponsoring women and girls in education.

Thanks so much,
Jane Amaral



October 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 10am Member- ship Brunch, Seascape Resort
2	3 10am Board Meeting	4 7pm Evening Books*	5 6:30-8:30pm AAUW/LWV Event	6 11:30 Lunch Bunch *	7	8
9	10 12pm Bridge*	11	12	13	14	18
16	17 1pm Reader's Theater*	18	19	20 1pm Books Sec. 2*	21	22
23 Marline Bushey 90th party	24	25	26	27 1pm Books Sec. 1*	28	29 Fund Luncheon
30	31 					

November 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 7pm Evening Books*	2	3 11:30 Lunch Bunch *	4	5
6	7 10am Board Meeting	8 	9	10	11	12
13	14 12pm Bridge*	15	16	17 1pm Books Sec. 1&2*	18	19
20 / 27	21 / 28	22 / 29	23 / 30	24 	25	26



AAUW Santa Cruz County Branch Interest Groups

All work and no play will make you dull--and to counteract that we have a variety of interest groups enjoyed by many of our members. Some have gone on for years!

Some of these groups are close to capacity (limited by how much room people have in their homes) but it's always possible to start a new section. If you're interested in starting a new group, check with Louanne Ellison, she will be able to give you some pointers.

Membership in these interest groups is a privilege of AAUW membership; you may bring a non-member guest three times but then we ask that they join AAUW if they wish to continue to attend. In order to attract new members and make AAUW's aims and goals more visible to the public, our lunches/meetings are open to the public.

Book Groups

Our book groups have become extremely popular. Numbers in the groups fluctuate, and if you're interested contact the leaders to see if there's an opening at your preferred time. A new group is not difficult to establish, that's how we ended up with three!

Tuesday Evening Books, The Tuesday night Book Group will meet on October 4, 2016. This month's book is *The Wright Brothers* by David McCullough; our reviewer is Liz Thorington. We will meet at the home of Jessica Snyder, 437 York Ave. (in Paradise Park). Call 430-6141 for directions. All are welcome to join this lively group. Get in touch with Joan Schwimmer, 408-353-2657, joanschwimmer@hotmail.com for further information.

Thursday Afternoon Books, Section One, Leader Carole Beckett, phone 457-2992, email cabeckett@sbcglobal.net;

October 27, 2016 at 1:00 p.m. — *The Painter* by Peter Heller, discussion led by Judy McNeely. Hostess will be Linda Owens, 440 26th Avenue, Santa Cruz, CA 95062, jowens7069@aol.com.

Thursday Afternoon Books, Section Two, Leader, Susan Elgin, phone (831) 335-7288, email elgin@cruzio.com. This group reads one book each month.

The meeting will be held on October 20 to discuss *My Brilliant Friend* by Elena Ferrante.

Reader's Theater

The Readers Theater interest group will be meeting Oct. 17th. To join and for further information, contact Barbara Lewis, chairperson of this interest group, by telephone at 335-7816 or by email at bob-bi44@gmail.com.

Lunch Bunch

The Lunch Bunch meets on the first Thursday of the month. All AAUW members are welcome to join us. Contact Kathy Oing irishpml@yahoo.com for more information.

Bridge

Bridge is coordinated by Jeanne Jorgensen. Contact her for details at Jeannejorgensen@hotmail.com, 831-477-7025.

Dining Out—Seeking a new leader This is a lot like Lunch Bunch except it's in the evening and spouses/partners are included. If you are interested in leading the group in trying different restaurants around town, contact former leader Linda Owens, 408-204-0408, jowens7069@aol.com.

Great Decisions

GREAT DECISIONS is America's largest discussion program on world affairs. Our AAUW group is lively and diverse and meets eight times between January and May. Visitors and new members are welcome. Contact Vickie Birdsall vickiebirdsall@yahoo.com or Grace Gerbrandt, graceger@sbcglobal.net.



Branch Schedule

2016-2017



October	1	Membership Brunch	Seascape Resort
	3	Board Meeting	CFSCC
	5	LWV Propositions Evening Event	Live Oak Sr. Ctr.
	29	AAUW Fund Luncheon	Danville
.....			
November	7	Board Meeting	CFSCC
.....			
December	5	Board Meeting	CFSCC
	12	Holiday Luncheon	Seascape Golf Course
.....			
January	TBA	Board Meeting	CFSCC
	TBA	Reproductive Rights Brunch	
.....			
February	6	Luncheon (Local Scholarships)	Seascape Resort
	25	IBC Luncheon	
.....			
March	6	Board Meeting	CFSCC
.....			
April	3	Board Meeting	CFSCC
	11	Local Scholarships Fundraiser	Shadowbrook
	TBA	Annual Business Meeting	
.....			
May	1	Board Meeting	CFSCC





Help Us to Help Others

**Our philanthropic projects benefit women of all ages,
both here at home and across the nation.**

Make a donation to remember a family member, friend or colleague, or to honor a birthday, anniversary, graduation or other special occasion.

AAUW Fund

Make checks payable to
AAUW FUND and send to
Geraldine Williams
412 Rio Del Mar Blvd.
Aptos, CA 95003

Local Scholarships

Make checks payable to
AAUW-LS and send to
Jeanne Jorgensen
270 19th Avenue
Santa Cruz, CA 95062

Tech Trek

(Girls Science Scholarships)

Make checks payable to
AAUW with Tech Trek on the
memo line
and send to
Jane Amaral
409 Larkin Valley Road
Watsonville, CA 95076



In Memory of/In Honor of _____
Send announcement to _____
Street _____
City _____ State _____ Zip _____

The Fight for Pay Equity: A Federal Road Map

Updated September 2016





In 2015, U.S. women working full time, year-round were paid just 80 percent of U.S. men's median earnings — a gap of 20 percent. While a portion of this gap can be explained by various factors, an apples-to-apples comparison looking at workers one year out of college and controlling for factors known to affect earnings, such as major, occupation, and hours worked reveals there is still an unexplainable 7 percent gender pay gap. Despite this persistent gap, the Equal Pay Act has not been updated since 1963. Immediate legislative and executive action is needed to enable women to bring home the pay they have rightfully earned.



Issue executive orders and memoranda expanding pay equity protections. President Barack Obama signed three orders in 2014 to address gaps in federal equal pay protections — thereby protecting segments of the civilian workforce from pay discrimination despite congressional gridlock.



Issue regulations to enforce executive actions. To implement executive orders and memoranda, agencies must issue draft regulations, take public comments, then issue final regulations.

-  Prohibit retaliation against employees of federal contractors who talk about their salary with their co-workers
-  Collect compensation data from federal contractors including the race and sex of their employees
-  Require federal contractors to disclose labor law violations
-  Ensure more mid-level salaried employees receive overtime pay (effective December 1, 2016)



Pass the Paycheck Fairness Act (S. 862/H.R. 1619). This much-needed update would close loopholes in the Equal Pay Act of 1963 by creating incentives for employers to follow the law, empowering women to negotiate for equal pay, and strengthening federal outreach and enforcement efforts.



Pass the Pay Equity for All Act (H.R. 6030). This bill would provide important protections to workers by prohibiting employers from asking job applicants for their salary history before making an offer.

California: Tell your member of Congress you want fair pay!

Member of Congress*	District	Men	Women	Earnings Ratio**	Ranking in State***	Member of Congress*	District	Men	Women	Earnings Ratio**	Ranking in State ***
LaMalfa (R)	CA-1	\$46,445	\$38,830	83.6%	31	Schiff (D)	CA-28	\$56,150	\$50,531	90.0%	15
Huffman (D)	CA-2	\$60,045	\$48,543	80.8%	41	Cardenas (D)	CA-29	\$33,605	\$32,346	96.3%	7
Garamendi (D)	CA-3	\$50,746	\$40,685	80.2%	43	Sherman (D)	CA-30	\$55,180	\$48,871	88.6%	19
McClintock (R)	CA-4	\$62,396	\$51,920	83.2%	34	Aguilar (D)	CA-31	\$41,587	\$38,209	91.9%	13
Thompson (D)	CA-5	\$51,501	\$47,253	91.8%	14	Napolitano (D)	CA-32	\$40,106	\$32,440	80.9%	49
Matsui (D)	CA-6	\$45,810	\$40,520	88.5%	20	Lieu (D)	CA-33	\$91,707	\$66,718	72.8%	51
Bera (D)	CA-7	\$56,575	\$49,082	86.8%	24	Becerra (D)	CA-34	\$30,315	\$29,625	97.7%	4
Cook (R)	CA-8	\$45,149	\$36,150	80.1%	44	Torres (D)	CA-35	\$37,259	\$31,795	85.3%	26
McNerney (D)	CA-9	\$48,315	\$40,680	84.2%	30	Ruiz (D)	CA-36	\$39,183	\$35,258	90.0%	15
Denham (R)	CA-10	\$48,617	\$40,658	83.6%	31	Bass (D)	CA-37	\$42,270	\$42,403	100.3%	1
DeSaulnier (D)	CA-11	\$70,048	\$52,343	74.7%	50	Sanchez, Li. (D)	CA-38	\$41,304	\$38,381	92.9%	10
Pelosi (D)	CA-12	\$82,387	\$70,176	85.2%	27	Royce (R)	CA-39	\$60,231	\$46,561	77.3%	46
Lee (D)	CA-13	\$55,796	\$51,599	92.5%	12	Roybal-Allard (D)	CA-40	\$28,662	\$27,770	96.9%	5
Speier (D)	CA-14	\$63,579	\$59,296	93.3%	9	Takano (D)	CA-41	\$40,114	\$33,997	84.8%	28
Swalwell (D)	CA-15	\$71,701	\$57,294	79.9%	45	Calvert (R)	CA-42	\$55,905	\$45,476	81.3%	38
Costa (D)	CA-16	\$33,282	\$31,770	95.5%	8	Waters (D)	CA-43	\$40,834	\$37,907	92.8%	11
Honda (D)	CA-17	\$90,326	\$61,853	68.5%	52	Hahn (D)	CA-44	\$32,624	\$31,625	96.9%	5
Eshoo (D)	CA-18	\$111,831	\$71,181	63.7%	53	Walters (R)	CA-45	\$80,289	\$61,758	76.9%	48
Lofgren (D)	CA-19	\$55,771	\$49,717	89.1%	17	Sanchez, Lo. (D)	CA-46	\$32,027	\$31,342	97.9%	3
Farr (D)	CA-20	\$43,300	\$38,160	88.1%	21	Lowenthal (D)	CA-47	\$48,035	\$42,002	87.4%	23
Valadao (R)	CA-21	\$32,294	\$26,816	83.0%	36	Rohrabacher (R)	CA-48	\$66,456	\$51,192	77.0%	47
Nunes (R)	CA-22	\$48,895	\$40,695	83.2%	34	Issa (R)	CA-49	\$51,101	\$51,022	99.8%	2
McCarthy (R)	CA-23	\$52,344	\$39,455	75.4%	49	Hunter (R)	CA-50	\$50,420	\$40,903	81.1%	39
Capps (D)	CA-24	\$48,437	\$40,447	83.5%	33	Vargas (D)	CA-51	\$35,227	\$30,076	85.4%	25
Knight (R)	CA-25	\$57,054	\$46,773	82.0%	37	Peters (D)	CA-52	\$68,824	\$55,440	80.6%	42
Brownley (D)	CA-26	\$51,530	\$45,415	88.1%	21	Davis (D)	CA-53	\$50,851	\$45,157	88.8%	18
Chu (D)	CA-27	\$54,667	\$46,193	84.5%	29						

*The congressional districts represent the 114th Congress. **The pay gap figures are from 2015, the most recently available data. ***The congressional districts are ranked from smallest gap to largest.



The Fight for Pay Equity: A State Road Map for California

Median earnings for men in **California** were \$50,562 compared to \$43,335 for women —

an earnings ratio of just 86 percent, or 7th out of all states and the District of Columbia.

As efforts stall at the federal level, states can enact legislation to help women and families at the local level.

California has a strong set of pay equity laws, but there is always more to do.

Women deserve robust protections guaranteeing equal pay.



AAUW Member Engagement. AAUW members care about equal pay and have tools from AAUW National to make progress on state equal pay laws!



Equal Pay. Employers must provide men and women with equal pay for equal work.



Cover All Employees. Public, private, and small business employers are all covered, no exceptions for those covered by the federal Fair Labor Standards Act.



Offer Protections. Protect employees from intentional and unintentional discrimination.

- ☒ Employer can't retaliate or discriminate against individuals involved in legal proceedings to enforce the law
- ☒ No retaliation or discrimination against employees who discuss their wages
- ☒ State contractors must comply with nondiscrimination laws
- ☐ Employers can't reduce another employee's pay to comply with the law
- ☐ Pay discrimination hotline
- ☐ Employers can't request salary history
- ☐ Employers must post a salary range in job advertisements
- ☐ Employers can't provide less favorable career opportunities or tracking based on sex



Clarify Employer Defenses. Employer defenses should be well-tailored and narrow to ensure pay disparities only exist in appropriate situations.

- ☒ Employer defenses must be job-related, a business necessity, and not based on a sex-based differential
- ☒ Defense does not apply if there is an alternative employment practice available
- ☐ Agreement for lesser wage is not a defense



Establish Strong Legal Procedures and Remedies. Appropriate protections will incentivize employers to pay an equal wage to begin with in order to avoid litigation.

- ☒ Employer is liable for damages
- ☒ Class actions or joint claims permitted
- ☒ Attorney's fees, experts' costs, and other litigation costs covered by employer
- ☐ High fines act as a deterrent; increased fines for employers who have multiple violations



Take Preemptive Action. Employers and the state must act to investigate and close the pay gap.

- ☒ Employers must keep records of wages
- ☐ State provides education programs on pay disparity
- ☐ State collects and publishes data on the pay gap from all employers
- ☒ State creates an advisory committee on pay equity



Comparable Worth. Employers must compensate men and women equally for jobs that are comparable but not identical and provide guidelines for designating jobs as dominated by one sex, race, or national origin.

To learn more, contact AAUW Public Policy and Government Relations staff:

202.785.7793, @AAUWPolicy, advocacy@aauw.org, or visit www.aauw.org/resource/state-equal-pay-laws.