Branch Meeting, Thursday Nov 15, 2018, 5:30 p.m.
Pot Luck Supper

All members are invited to attend a Pot Luck Supper at the Queensbury United Methodist Church (QUMC) on Aviation Rd., Queensbury on Thursday, November 15th. Our get together will begin with the social at 5:30 p.m. and dinner will begin at 6:00 p.m. This is a great new location for our meetings which has handicap accessibility, a kitchen and a dining area as well as a well lit parking lot with lots of parking spaces. We would like to encourage all our members to come and to bring a guest to this meeting.

This will be a social event but with a focus on being together, getting to meet new members and to explain the purpose of our local and national programs, including scholarships and grants, etc. A discussion of what is LAF, C/U and NCWWSL, the acronyms of AAUW programs, will also be a part of the evening.

Please bring your questions about AAUW not only for what we are doing locally but also on the state and national levels. At this meeting, we will be collecting for the AAUW Fund, which is one of the areas of giving that we will be discussing.

We are looking forward to seeing everyone at this meeting. Since we would like to have as many members come as possible, please contact Linda Campopiano, 518-798-4637 for a ride if this is an issue. Thank you all so much and looking forward to seeing you in November.

Membership special: new members may join during this meeting at a discounted rate of $50.50 for national, state and local membership. Bring a guest!

Directions:
The potluck & program will be held in Clark Hall of QUMC, main floor. Kitchen is at the back of the hall. Enter the church driveway from Aviation Rd. driveway. Options are:

1. Park in the front or side and enter through the front door. Clark Hall is directly in front of you across the foyer.
2. Park in the back and enter via the ramp through the double doors. Clark Hall is on your left. (Do not use the back stairs or the back door from the back parking lot.)

— Linda Campopiano and the Membership Committee.

AAUW Reacts to Kavanaugh Confirmation

October 06, 2018

WASHINGTON — American Association of University Women (AAUW) Chief Executive Officer Kim Churches issued the following statement following the U.S. Senate’s vote to confirm Judge Brett Kavanaugh as an Associate Justice to the Supreme Court.

“AAUW denounces the Senate’s vote today to confirm Judge Kavanaugh to a seat on the Supreme Court. The integrity of the Court, which has the final say on the health, education, and economic security of women and girls, will be forever altered by the confirmation of a Justice rushed through a partisan process. . .”

SUNY Adirondack AAUW Club News

Students have outlined a number of ideas for projects and fundraisers for this semester and this academic year. Campus fliers invite students to join. The club is hoping to offer a Start Smart workshop this term. To this end, Dr. Kathie McCoy has enrolled in an online webinar to become an AAUW Smart Start facilitator. Another proposed activity is a Clothesline Project to raise awareness of sexual assault. A clothesline with t-shirts would be hung across campus. Students would be encouraged to use fabric markers to record a message about their personal experience with sexual assault.

The AAUW co-advisors this year are Dr. McCoy and Dr. Khristeena Lute of the English Division and director of the Center for Reading and Writing. Dr. Lute has a women’s studies and women’s literature background. The president is Gabbie Stipano and the vice president is Peris Tushabe.
**Board Meeting: Thursday, Nov 8**

The next Board meeting is on Thursday, Nov 8, 4 - 6 p.m. in the Holden Room of the Crandall Library. Board members: Please notify Nan Scinta or Jo Ann Harig if you are unable to attend. All members are welcome to attend.

---

**Politics & the Media Program To be Rescheduled**

The talk for our October 18 meeting on politics and the media by Wendy L Johnston, Associate Professor of Political Science, SUNY Adirondack, will be rescheduled for a future date.

Nan Scinta, Co-President

---

**Remembering Helga Stutto-Miller**

It is with sadness that I tell you of the passing of Helga Stutz-Miller on October 17. Helga was an active member both at meetings and on the Board of Directors. There are no calling hours. I will notify you if there is a memorial in the future. God rest her soul.

Fondly, Nan Scinta, Co-President

---

**“PowHer The Vote” in November**

The November 6 mid-term elections are crucial for women.

Priority issues for AAUW members include:

- Passing the Paycheck Fairness Act to strengthen existing employment discrimination laws aimed at closing the gender pay gap
- Passing the Family Act to create a national paid family and medical leave insurance program
- Preventing further erosion of Title IX protections
- Ensuring women’s access to contraception without co-pay or cost-sharing, no matter where they work or go to school; and,
- Preventing the repealing or weakening of the Affordable Care Act

These issues are crucial to women’s health and economic well-being! Keep them at the forefront of political discourse during these final weeks of the campaign season.

AAUW-NYS is a member of the PowHerNY Network, an inclusive statewide network committed to securing economic equality for all New York women, which has developed a list of 10 questions to help identify a candidate’s position on our priority issues.

Please share this list with everyone you know, utilize it at your forums, and remember to PowHer the Vote on November 6th!
AAUW is Training 10 Million Women in Salary Negotiation!

AAUW’s Work Smart Online Workshop is now free!

AAUW is mobilizing a movement to close the gender pay gap — and were counting on you to help! Be part of our signature initiative — Work Smart is designed for women who are already in the workforce at any career level and helps you negotiate for a new job, raise, or promotion; AAUW Start Smart is specifically designed to teach college students how to negotiate salaries for a new job.

Join AAUW in the Members Mobilize a Million challenge. Working together, our powerful 170,000 members and supporters — each sharing with 20 of their contacts — can help us reach our first phase goal of training 1 million women! By 2022, we aim to train 10 million women through Start Smart and Work Smart.

AAUW Work Smart Online can be accessed through any computer or mobile device and takes about 90 minutes to complete, giving participants the tools and skills they need to successfully negotiate their salaries.

Work Smart is effective: Nearly all participants report having more confidence and better negotiating skills. After attending a Work Smart program, nearly half are able to negotiate for a raise, promotion, or higher-paying job.

https://salary.aauw.org/

PUBLIC POLICY

B. Lynn Havens, Public Policy Director

Gender Pay Gap

The US Census has released new numbers on the gender and racial pay gap. In 1963 the Equal Pay Act was passed, aimed at abolishing wage disparity based on sex. However, we haven’t gained much in the last 20 years. It just isn’t strong enough to solve the problem.

Women’s pay is remaining at 80 cents per dollar paid to men (88 cents in New York, ranked third in the nation). The pay gap for women is actually WIDENING. The Pay Gap exists in every state, virtually every occupation, and every congressional district.

INTERESTING NOTE:
Southeast Asian women’s pay gap is 87% of what white non-Hispanic men earned in 2016. Burmese women however suffer a 51% disparity.

The US Equal Employment Opportunity Commission (EEOC) was formed to collect expanded compensation data. This data is used to better identify the pay disparity by each group and to encourage voluntary compliance by employers. Data is crucial in working on the pay gap, but the administration HALTED the important data collection in August of 2017!!! AAUW continues to urge the EEOC to reinstate the data collection.

Soooo, a bill named Paycheck Fairness Act exists which will bolster the 1963 Equal Pay Act by:

♦ Prohibiting reliance on salary history when hiring
♦ Strengthening penalties for discriminatory pay practices
♦ Banning retaliation for discussion of wages between employees
♦ Supporting further data collection

PLEASE ENCOURAGE YOUR REPRESENTATIVES TO TALK ABOUT THIS AND PASS IT INTO A LAW.

(Continued on page 4)
AAUW’s ACTION:
1. Work to strengthen the enforcement of current pay equity protections
2. Fight for new laws and initiatives at local, state and federal levels.
3. Thru our WORK SMART initiative, utilize strategies like training women to negotiate their salaries.

Brett Kavanaugh Confirmation

Well, he’s in!!!

But not without hearing from our AAUW Action Fund Capitol Hill Lobby Corp. They visited 86 offices in Washington to urge senators to oppose Judge Kavanaugh’s confirmation. Thank you ladies for such a great effort!

DID U KNOW????  THE NATIONAL SEXUAL ASSAULT HOTLINE: 1-800-656-4673 (or 1-800-656-HOPE

SCARLETT JOHANSSON GETS $15 MILLION PAY EQUITY FOR BLACK WIDOW MOVIE

Johansson’s $15 million payday equals what Chris Evans and Chris Hemsworth earned for playing Captain America and Thor, respectively, in Avengers: Infinity War, according to the trade.

Even then, Johansson recognized how pay disparity is a "larger problem" affecting all women—and that's why she spoke up. "For me to talk about my own personal experience with it feels a little obnoxious," the actress said. "It's part of a larger conversation about feminism in general."

- B. Lynne Havens, Public Policy

GENDER PAY GAP SHORTCHANGES WOMEN $500 BILLION ANNUALLY

October 23, 2018

Working women lose out on $500 billion a year because of a persistent gender pay gap, with women paid only 80 cents, on average, for every dollar paid to a man. The American Association of University Women’s (AAUW) annual report, The Simple Truth about the Gender Pay Gap, found that the jobs with the biggest collective gender gaps, where women in the profession collectively lose out on billions of dollars annually, are:

- Financial managers, $19.6 billion (65 percent pay ratio)
- Physicians and surgeons, $19.5 billion (71 percent pay ratio)
- Accountants and auditors, $17.3 billion (78 percent pay ratio)
- First-line supervisors of retail sales workers, $14.8 billion (74 percent pay ratio)
- Registered nurses, $12.5 billion (92 percent pay ratio)

The only gap favoring women among the 114 occupations analyzed by AAUW was among wholesale and retail buyers where women were paid $235 million more than men. The professions with the smallest gaps favoring men were food preparation and serving workers ($26 million, 99 percent pay ratio), writers and authors ($76 million, 98 percent pay ratio), and pharmacists ($253 million, 98 percent pay ratio).

Download the full report at aauw.org.
INTEREST & STUDY GROUPS

All Interest and Study Groups are open to all members. Please contact the hostess if you are planning to attend. In the event that there is a change in schedule, the hostess will notify you.

EVENING LITERATURE

This group meets monthly, on the third Tuesday at 7 p.m. Please call the hostess listed if you plan to attend. For further information, call Elayne Leonelli at 518-793-3081.

11/20 Nan Scinta, hostess, 518-683-1034, “A Gentleman in Moscow” by Amor Towles, held at the GF Episcopal Parish House on Glen St.


GOURMET GROUP

The Gourmet Group does not meet in November. We will meet on December 8th at 7:00 pm, at the home of Elayne Leonelli for our Annual Wine and Cheese evening. Please call Elayne, 518-793-3081, if you plan on attending or would like more information.

MEMBER NEWS

Nancy Cathers is at Sunnyview for rehabilitation following a stroke. Send her a cheery note or a card. Her address is:

Nancy Cathers
Sunnyview Rehabilitation Center
Room 374 West
1270 Belmont Ave.
Schenectady, NY 12308

TRAVEL GROUP

The next Travel Group meeting will in late January.
-Rachel Quackenbush, 518-747-6076.

MORNING LITERATURE

This group meets at 9:30 – 11 a.m. on the second Wednesday of each month (Sept-Dec and March-June). All meetings for the 2018-19 will be held in the Singleton Lounge at The Glen at Highland Meadows. Call Joyce Smith at 518-793-6379 for further information.

11/14 Joan Dobert, book review; Elayne Leonelli, refreshments, 518-793-3081

12/12 All share short bits about books and authors, Kathy Hoeltzel, refreshments, 518-792-1996

Bernice Mennis gave a very inspirational talk at the October meeting about her book, “Breaking Out of Prison.” She read many excerpts of inmates’ writing on topics she had assigned to them. Many of them were surprised that they could write so well. Her advice to us was to look closely at everyone and everything and then think about what you saw. Her book will be offered at the Chronical Book Fair.
-Mary Enhorning

The deadline for the January Glimpses is Dec. 9.

Send articles via email to both: Mary King, mary@thekingz.net and Kathy Hoeltzel, kaswitz@aol.com

Put “Adk Glimpses” in the subject line. Microsoft Word format attachments are appreciated!
AAUW-NYS Convention
April 26-28, 2019
Otesaga Resort Hotel
Cooperstown, NY

Send address changes to:
AAUW - Adirondack Branch
c/o Mary Strycker
mstrycker@roadrunner.com
6 Masters Common So.
Queensbury, NY 12804

AAUW’s Strategic Plan
New Mission, Vision & Values Statements
https://www.aauw.org/who-we-are/strategic-plan/

Attention postmaster: Dated Material.
Please do not delay.

AAUW has been empowering women as individuals and
as a community since 1881. For more than 130 years, we
have worked together as a national grassroots
organization to improve the lives of millions of women
and their families.

Diversity Statement: In principle and in practice, AAUW values
and seeks an inclusive membership, workforce, leadership
team, and board of directors. There shall be no barriers to full
participation in this organization on the basis of age, disability,
etnicity, gender, gender identity, geographical location,
national origin, race, religious beliefs, sexual orientation, and
socioeconomic status.

Contact AAUW National at 800.326.2289, Monday
through Friday, 10 a.m.–5 p.m. ET, or email
connect@aauw.org

AAUW NYS (state): .aauw-nys.org
www.facebook.com/AAUW.NYS

JOIN US!
Adirondack Branch
The American Association of
University Women

• adirondack.aauw-nys.org
• www.facebook.com/AAUWAdirondack
• Email: aauw.adirondackny@gmail.com

Membership is open to all graduates who hold an as-
sociates or equivalent, baccalaureate, or higher degree
from a regionally accredited college or university.