

Update to Workplace Policies for Nursing Mothers

The U.S. Department of Labor released a fact sheet in late July on the break time requirement for nursing mothers provision of the Patient Protection and Affordable Care Act, effective when the bill was signed into law on March 23, 2010. The law requires that employers provide “reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.” Employers are also required to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”

Contrary to earlier interpretations, it appears the law applies to employers of all sizes; only those with fewer than 50 workers may apply to the Department of Labor for an “undue hardship” exception based on the difficulty or expense of compliance. “Women make up 47 percent of the workforce in Iowa,” stated Iowa Workforce Development Director Elisabeth Buck. “In order to maintain a well-balanced workforce, it’s important that we have provisions in place that protect the rights of Iowa workers.”

Iowa Women’s Hall of Fame

Four remarkable women will be recognized for their significant contributions by being inducted into the Iowa Women’s Hall of Fame on Saturday, August 28 at the State Historical Building in Des Moines. The event is held in conjunction with Women’s Equality Day, August 26, which commemorates the day in 1920 when American women won the right to vote.

The 36th Iowa Women’s Hall of Fame induction ceremony will begin at 10:30 a.m. at the State Historical Building in Des Moines and is sponsored by the Iowa Commission on the Status of Women (ICSW). Representing Governor Culver, Iowa Department of Cultural Affairs Director Cyndi Pederson and ICSW Chair Dr. Jill Olsen will present awards to Ruby L. Sutton, Dubuque, and Charese E. Yanney, Sioux City. Posthumous awards acknowledging Julia C. Addington and Mary Adelaide Lundby will be given.

Also at the ceremony, the ICSW will present Brad Clark with the Cristine Wilson Medal for Equality and Justice. This medal is awarded periodically to an Iowan whose life exemplifies the work of Cristine Wilson, who was the first chair of the ICSW and who spent her life working toward equality and justice.

These extraordinary women and man symbolize the diversity of Iowa, demonstrating outstanding achievements in the fields of education, politics, civic involvement, and business. Generations of Iowans can look to these remarkable individuals as role models.

Following the ceremony, Friends of the Iowa Commission on the Status of Women will host a reception for family and friends of the awards recipients.

Nominations for the 2011 Iowa Women’s Hall of Fame will be accepted until May 1, 2011. For complete details on the nomination process, go to the Iowa Women’s Hall of Fame page on our web site, www.women.iowa.gov.

Also on the web site, you will find complete biographies of this year’s honorees as well as the complete list of Hall of Fame inductees.

For more information, contact Lori SchraderBachar at (515) 281-4470 or lori.schraderbachar@iowa.gov.



Addington

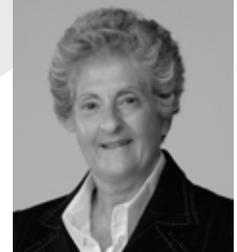


Lundby



Sutton

(picture courtesy of the Dubuque Telegraph Herald)



Yanney



Clark

Equal Pay Enforcement Recommendations and White House Work-Flex Efforts

On July 20, 2010, Vice President Joe Biden held a Middle Class Task Force event on solutions for families balancing the dual demands of work and caring for family. The Vice President and members of the White House Middle Class Task Force and Council on Women and Girls announced recommendations from the Equal Pay Enforcement Task Force and discussed new efforts to improve work-family balance for all Americans.

Vice President Biden said: "Women make up nearly half of all workers on U.S. payrolls, and two-thirds of families with children are headed either by two working parents or by a single parent who works. Yet, the workplace has, for the most part, not changed to reflect these realities – and it must. Closing the gender pay gap, helping parents keep their jobs while balancing family responsibilities, and increasing workplace flexibility – these are not only women's issues, they are issues of middle class economic security."

The recommendations from the National Equal Pay Enforcement Task Force, a project of the Middle Class Task Force, are as follows:

1. Improve interagency coordination and enforcement efforts to maximize effectiveness of existing authorities.
2. Collect data on the private workforce to better understand the scope of the pay gap and target enforcement efforts.
3. Undertake a public education campaign to educate employers on their obligations and employees on their rights.
4. Implement a strategy to improve the federal government's role as a model employer.
5. Work with Congress to pass the Paycheck Fairness Act.

To read more about this set of recommendations and action plan, please click here (www.whitehouse.gov/sites/default/files/rss_viewer/equal_pay_task_force.pdf).

The White House Council on Women and Girls also announced the launch of a Work-Flex Event Starter Kit to encourage greater dialogue around workplace flexibility at the community level and bring people together to start making changes. Employees, businesses, and universities are encouraged to use the Event Starter Kit to host a discussion in their own community about how innovative workplace flexibility policies can help employees balance work and family responsibilities, while simultaneously improving employers' bottom lines. ICSW will be exploring the possibility of hosting one or more Iowa events.

Jane Bryant Quinn Named Keynote Speaker for Annual Conference

The 4th Annual Iowa Women & Money Conference is set for October 9th in Des Moines

State Treasurer Michael L. Fitzgerald has announced that Jane Bryant Quinn, nationally known commentator on personal finance, will be this year's Iowa Women and Money Conference keynote speaker. "Our goal in hosting this event is to empower women by providing information that addresses the unique challenges they face in their work and personal lives," said State Treasurer Fitzgerald. "Ms. Quinn is a well-respected financial advisor, and we're excited to have her as this year's keynote speaker." Fitzgerald encourages all Iowans, especially women, to seek financial information that will help them achieve their personal goals.

Quinn's successful career in personal finance has established her as a reliable voice for people trying to manage their money well. Her bestselling book, *Making the Most of Your Money*, has been published in three editions since its original publication. Quinn will sign copies of the latest edition, *Making the Most of Your Money NOW*, over the lunch break.

The 4th Annual Iowa Women and Money Conference will be held on Saturday, October 9, 2010 at the Polk County Convention Complex in Des Moines. The conference is cosponsored by the Iowa Commission on the Status of Women. This free conference is expected to draw hundreds of women who want to learn how to attain financial success and security. The conference will run from 9:00 to 3:00 with a complimentary lunch. Conference sessions will focus on money management for women of all economic backgrounds, ages, and levels of financial knowledge. Registration will begin mid-August. For more information, visit www.iowawomenandmoney.com.

Save the date! Women You Know, Women You Want to Meet

September 15 | 5:30 - 7:30 p.m.

Hosted by Mary Kramer and Lorraine May

Go to the Friends website to register or for more information.

90th Anniversary of the Women's Right to Vote

The 19th amendment guarantees all American women the right to vote. Achieving this milestone required a lengthy and difficult struggle; victory took decades of agitation and protest. Several generations of woman suffrage supporters lectured, wrote, marched, lobbied, and practiced civil disobedience to achieve what many Americans considered a radical change of the Constitution.

Since the beginning of the United States, women have been demanding equality. In 1776, as the Declaration of Independence was being drafted during the Continental Congress, Abigail Adams wrote to her husband, John Adams asking that he and the other men “in the new code of laws . . . remember the ladies. . . . Do not put such unlimited power in the hands of the husbands. Remember all men would be tyrants if they could. . . . We . . . will not hold ourselves bound by any laws in which we have no voice, or representation.”

The suffrage movement began in 1848 at the first women's rights convention in Seneca Falls, New York. Women organized, petitioned, and picketed to win the right to vote, but it took them decades to accomplish their purpose; and strategies for achieving their goal varied. Some pursued a strategy of passing suffrage acts in each state—nine western states adopted woman suffrage legislation by 1912. On March 28, 1919, Iowa's suffrage bill passed the Iowa General Assembly and was signed into law by Governor Harding. Others suffragist challenged male-only voting laws in the courts. Militant suffragists used tactics such as parades, silent vigils, and hunger strikes. Often supporters met fierce resistance. Opponents heckled, jailed, and sometimes physically abused them.

By 1916, almost all of the major suffrage organizations were united behind the goal of a constitutional amendment. When New York adopted woman suffrage in 1917 and President Wilson changed his position to support an amendment in 1918, the political balance began to shift.

Finally, in the spring of 1919, Congress passed the amendment and sent it the states for ratification. The States acted quickly, and by August 1920, 35 had approved it. In all but one of the remaining states, the amendment had either been rejected or had no hope of being approved.

With one additional state needed, the push for ratification focused on Tennessee. Supporters and opponents of the amendment, the press, and thousands of spectators flocked to Nashville to witness the proceedings. Iowan Carrie Chapman Catt, the latest in the long line of woman suffrage leaders that had included Elizabeth Cady Stanton and Susan B. Anthony, was also there.

Tennessee's Senate had already approved it, but after several votes in the House, the issue was deadlocked, 48 to 48. As the debate continued on a hot August day in 1920, Representative Harry Burn listened and opened a letter from his mother.

“Don't forget to be a good boy and help Mrs. Catt put the ‘rat’ in ratification,” mother Burn wrote. Harry had been counted among the opponents, but when the next vote was taken, Harry voted in favor of the amendment, and ratification was approved.

Thus, the 19th Amendment to the Constitution, giving women the right to vote, was ratified on August 18, 1920, in time for women in all states to vote for President later that year.

The next day, Harry Burn explained his vote to angry opponents: “I believe in full suffrage as a right. I believe we had a moral and legal right to ratify. I know that a mother's advice is always safest for her boy to follow, and my mother wanted me to vote for ratification.”

Information provided by the National Archives.

Iowa Now Has A Pre-Existing Condition Insurance Plan

In early August, HIPIowa-FED, a new health insurance pool that will accept uninsured Iowans who have pre-existing health conditions, began accepting applications.

As specified in the Patient Protection and Affordable Care Act which created funding for states to establish and operate pools for uninsured residents, certain conditions must be met to qualify for acceptance. An applicant must:

- Be a citizen or national of the United States or lawfully present in the United States,
- Have been uninsured for at least six months prior to making application, and
- Have had a problem getting insurance due to a pre-existing condition.

The pool offers members a \$1000 deductible policy. Premiums for members will range from \$177.64 per month to \$739.45 per month, depending on the applicant's age and whether or not the applicant is a smoker or non-smoker. Persons interested in applying are encouraged to promptly begin the process of acquiring, completing and submitting an application.

Applications are available online now at www.iid.state.ia.us and soon will also be posted at www.hipiowa.com. Iowans may also request an application by calling the administrator of HIPIowa-FED toll-free at 877-505-0513.



Bits & Pieces

- ♀ The ICSW won an Achievement Award at the National Association of Commission for Women's annual conference in July. ICSW Commissioner Phyllis Peters and staff Rachel Scott and Lori SchraderBachar attended. Scott was part of a panel presentation on women and science. SchraderBachar was elected as Vice President. Friends of ICSW paid for registration and travel expenses. For more information on NACW, go to www.nacw.org.
- ♀ The Women, Food and Agriculture Network (WFAN) has been working with women farmland owners in Iowa for more than a decade. Their Women Caring for the Land project targets conservation outreach to women, who make up nearly 50 percent of landowners in Iowa. This spring, WFAN received a two-year, \$82,000 grant from the Sustainable Agriculture Research and Education organization (SARE) to expand their pilot into Nebraska and Wisconsin. Funds will be used to develop outreach materials targeted to women landowners, help agency and non-profit staff learn how to use the learning circles method, and make these tools available nationwide.
- ♀ Three Iowans were selected to participate in Vision 2020, a national project of the Institute for Women's Health and Leadership at Drexel University College of Medicine. The project seeks to promote women's leadership and gender equality by uniting women across disciplines to begin a national dialogue and propose an action agenda to effect positive change. More than 1,000 women were nominated to be delegates. Mary Ann Leung and Florine Swanson are two of the 102 women selected as National Delegates. ICSW staff member Lori SchraderBachar was selected to be one of 13 Visionary Delegates.
- ♀ The ICSW was saddened by the death of Iowa Women's Hall of Fame member Helen Navran Stein. Stein pioneered the Know Your Neighbor Panel, which is credited with breaking down racial, religious, and social prejudices in 1960.



iowa commission on the status of women

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