

**Report of the  
CWA National Women's Committee  
to the  
71<sup>st</sup> Annual Convention**



**Communications Workers of America  
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**REPORT OF THE NATIONAL WOMEN'S COMMITTEE  
TO THE 71<sup>ST</sup> ANNUAL INTERNATIONAL CWA CONVENTION**

**LILLY LEDBETTER FAIR PAY ACT**

On January 29, 2009, President Obama signed the Lilly Ledbetter Fair Pay Restoration Act into law. This was the first act he signed as president, and it fulfilled his campaign pledge to nullify Ledbetter v. Goodyear.

**The History**

Lilly Ledbetter, now a real folk hero, was a wife and mother in 1979 when she began her career as a supervisor at a Goodyear Tire plant in Alabama. During her 19-year tenure, Ms. Ledbetter was subjected to daily sexual discrimination and harassment. She filed a complaint with the Equal Employment Opportunity Commission which resulted in management retaliation and isolation. In spite of these obstacles, she maintained her work ethic and was given periodic pay increases. Subsequently, she was presented a "Top Performance Award" in 1996.

Shortly before her early retirement in 1998, Ms. Ledbetter received an anonymous note from a co-worker that disclosed the salaries of three of her male counterparts. Ms. Ledbetter was being paid considerably less than her male counterparts who were performing the same duties.

Ms. Ledbetter filed an EEOC claim and eventually sued Goodyear, charging wage discrimination under Title VII of the Civil Rights Act of 1964.

Goodyear claimed that Ledbetter's pay discrimination charges, which were alleged to have taken place before September 1997, were time-barred because they occurred more than 180 days prior to her filing a charge with the EEOC. The 180-day filing deadline is a strictly enforced EEOC deadline.

Ledbetter argued that each time Goodyear gave her a paycheck, which due to gender discrimination was smaller than it should have been, the 180-day window to file a charge with EEOC was reset. Therefore, she was not acting outside the statute of limitations when she filed her claim.

The courts made contradictory decisions; first supporting the plaintiff and later opposing. Finally the case went to the Supreme Court. In 2007, the Supreme Court (by a 5-4 majority vote) sided with Goodyear and ruled that Ledbetter's complaint was time-barred because the discriminatory decision relating to pay had been made more than 180 days prior to the date she filed her charge.

With her legal options cut off, Ledbetter turned to Capitol Hill. Democrats pushed for legislation bearing Ledbetter's name to overturn the Supreme Court ruling and change the 180-day window.

**The Legislation**

The new law overturns the Supreme Court's Ledbetter ruling. It also amends the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Age Discrimination in Employment Act, expanding the possibilities for employees to challenge pay discrimination based on race, gender, age or disability.

The law changes how pay discrimination claims are treated in the following ways:

- It resets the statute of limitations clock for filing a wage claim each time an employee receives a paycheck, benefits, or “other compensation,” allowing an employee to sue for alleged discrimination based on when he/she is affected, rather than when the decision occurred.
- It applies to alleged discriminatory pay practices based on all protected categories, including race, gender, age, color, disability, national origin and religion.
- It expands the definition of an unlawful employment practice to include not only discreet “decisions” regarding compensation, but also any “other practice” that affects an employee’s compensation.

After nine years of argument, many rounds of litigation and legal challenges and intense lobbying in the halls of Congress, Ledbetter’s contribution to the long struggle for women’s rights and equal pay finally paid off. Although Ms. Ledbetter contends, she may never receive monetary compensation for the injustices she suffered, her reward is the knowledge that those who come after her will never experience the discrimination she did. It was truly a “wonderful day” on the morning of January 29, 2009 when a few strokes of President Obama’s pen overturned the United States Supreme Court’s ruling and enacted the “Lilly Ledbetter Fair Pay Act.”

## **Conclusion**

While the passage of the “Lilly Ledbetter Fair Pay Act” is a critical step forward, the battle for pay equity is not over for women. This act does not change the law in terms of assuring fair pay, but changes when the statute of limitation begins to run on lawsuits involving claims of unlawful compensation. Women still earn only 78 cents for every dollar earned by men for doing equivalent jobs and for women of color, the numbers are even worse.

**ACTION:** The National Women’s Committee proposes that CWA:

- Pursue legislation to strengthen the Equal Pay Act to ensure that it provides effective protection against sex-based pay discrimination.
- Support the Paycheck Fairness Act (S182/H.R. 12) which, if enacted, would deter wage discrimination by closing loopholes in the Equal Pay Act and barring retaliation against workers who disclose their wages.
- Urge the Senate to fight against wage discrimination by acting swiftly to pass the Paycheck Fairness Act (S182/H.R. 12).

## **AFL-CIO CHARTER OF RIGHTS OF WORKING WOMEN**

At its recent winter meeting, the AFL-CIO Executive Council took several actions related to International Women’s Day. It called for establishment of a global charter guaranteeing the rights of working women around the globe.

Throughout the world, women are hardest hit by the global economic crisis. Most women work in low-skill and low-wage jobs. They are paid less than men in nearly every country and they work longer hours. Their work is often dangerous, and many women risk their lives every time they go to their jobs.

Women work every day. No matter where they live, their economic activity is vital to the economy and society at large, their communities, their families, and their personal autonomy and growth as human beings.

They care for the young, the sick and the elderly, often without due recognition of their work. They make up more than 40 percent of the global labor force, and whether they are teachers, sales clerks, pilots or plumbers, women fill many professions and perform many jobs. Although they speak different languages, women share the vision of a world founded on respect, peace, equality and solidarity, and without violence, harassment and discrimination.

To this end, the AFL-CIO will do all in its power to secure for women the rights set down in this Charter of rights of working women.

- **The Freedom to Organize and Bargain Collectively**

- Particular attention should be paid to organizing young women, immigrant workers and women in the informal economy, and to ensure their full participation in trade union activities and responsibilities.

- **Access to Employment and Promotions**

- Equal pay for work of equal value should include any additional reimbursements with all social rights and benefits linked to the employment relationship.
- Discrimination against women in social security schemes must be abolished, particularly provisions in pensions that penalize career breaks for maternity reasons or to provide care to dependent persons.
- Employers must be held responsible for ensuring that women have a safe workplace free from all forms of violence and sexual harassment.
- Governments should take effective measures to prevent and combat human trafficking by devoting particular attention to protecting women and children and by prosecuting the traffickers.
- Women and girls should have equal access to vocational guidance and training including on-the-job training in technical skills.
- Positive action programs and gender mainstreaming programs for women and men should be put into operation with a view to changing stereotyped attitudes and addressing the effects of discrimination.

- **Maternity Protection**

- Maternity protection is a duty of society. Women must have the right and the opportunity to plan their families and to choose motherhood freely. These protective measures should not negatively affect women's promotions at work or their pension and retirement rights.
- Women on maternity leave should be provided with cash benefits at a level allowing them to meet their own needs and their children's needs, and to maintain good health.

- **Family Responsibilities**

- Family responsibilities should be shared between women and men on equal terms. Flexible working hours and reductions in working hours are needed to help parents combine work and family life.

- Parents should have the right both before and after maternity leave or leave taken for the adoption of a child, to take parental leave without forfeiting any employment and related rights.
- **Education and Training**
  - Inequalities in access to education, training and programs must be eliminated, as should curriculum content that helps perpetuate the concept of a division of labor between women and men, and thereby discriminating against women.
  - Access to free, good-quality public education is a prerequisite for the eradication of child labor. Parents need access to decent jobs and a living minimum wage.
- **Integration of Women in Trade Unions**
  - To actively promote the goal of women's integration in union organizations and gender parity in trade union activities and decision-making bodies at all levels, appropriate constructs should be set up to: analyze the problems facing women workers; propose solutions; eliminate discrimination, and encourage participation.
  - A gender perspective should be incorporated in trade union work, including scheduling of union activities and child care at union meetings and events.
  - Training programs for women should be organized within unions with the goal of training women to move into positions at all levels.
  - Training on equal opportunities for men and women should be included in the training provided to activists.
- **Solidarity Amid Diversity**
  - As a driving force for promoting solidarity among women and between women and men, unions should initiate activities designed to remove the barriers that women face owing to factors such as civil conflict and occupation, race, language, ethnicity, culture, religion, age, disability, sexual orientation or socioeconomic class, or because they are indigenous peoples, immigrants, displaced women or refugees.

The AFL-CIO calls on its affiliated organizations and other progressive forces to commit themselves to the promotion and implementation of the principles set out in this Charter.

**ACTION:** The CWA Women's Committee is committed to enforce the recognition of fairness to women. Our mission will be to protect and secure equal rights and economic opportunities for all women.

## **FINAL REGULATIONS TO THE FAMILY AND MEDICAL LEAVE ACT**

On November 17, 2008, the Bush administration released its final changes to the Family and Medical Leave Act regulations. Those changes went into effect on January 16, 2009. Though there is good news in the regulations, the overall effect is to make it harder for workers to take the leave they need.

### **I. Direct Contact with Worker's Health Care Provider**

Workers have to follow the employer's rules regarding when vacation leave can be used while on FMLA leave. For example, if an employer requires a certain amount of notice, or that

vacation leave must be used in four (4) hour blocks, a worker must abide by those rules in order to use vacation leave while on FMLA leave. This rule will make it harder for workers to be paid while on FMLA leave, especially in situations of unforeseeable or intermittent leave.

## **II. More Frequent Medical Visits**

Employers can require workers to recertify their medical condition every six months, even if the original certification made clear that the condition will last longer than six months (e.g., in the case of a chronic condition).

## **III. Notice Provisions: Shorter for Workers, Longer for Employers**

**Foreseeable Leave** – Workers must give thirty (30) days' notice if possible and, if they fail to do so, the employer can require that workers explain why this requirement was not met. If the thirty (30) day notice is not possible, workers have just one day after they learn they need leave to give notice. This time frame may be extended depending on the facts and circumstances of the case.

**Unforeseeable Leave** – Workers will have to meet their employer's rules about when to call in and give notice (e.g., call in the night before). This time frame may be extended depending on the facts and circumstances of the case.

Meanwhile, for all types of leave, the regulations increase the period of time in which employers have to respond to workers' requests for FMLA leave from two days to five days. For both types of leave, workers must follow their employer's regular notification procedures (i.e. written notification, contact a specific person) unless unusual circumstances exist. If workers fail to meet these rules, FMLA leave can be delayed or denied.

## **IV. Special New Rules for Intermittent Leave and Certain Jobs**

**Physical Impossibility** – If the worker uses intermittent leave and cannot rejoin her/his shift (e.g., if the bus or train has left), the worker must use FMLA leave for the entire time of the shift. Under this rule, workers will exhaust their FMLA leave very quickly, even if they only need a small amount of time for the actual leave.

**Fitness for Duty** – Workers using intermittent leave must provide a medical certificate that shows they are fit to return to duty if the position and the condition raise "reasonable safety concerns" and if the employer usually requires fitness for duty certifications.

## **V. Waiver**

Waivers of FMLA claims need not be reviewed by the Department of Labor or the court.

### **Positive Regulatory Changes for Workers that the Bush Administration Did Not Include in the Final Regulations**

One of the positive changes in the proposed regulations was that workers, once they started the FMLA request process, would receive more information from their employers, including: the reasons FMLA leave was denied; how much FMLA leave they had left; and whether their health care provider had returned the medical certification. In addition, employers who do not provide hand books (currently 8 percent of employers) would have been required to inform their employees about the FMLA annually. In the final regulations, the Bush administration modified these proposed changes so that employers now have fewer responsibilities in these areas and less obligation to provide information to employees.

## **Proposed Regulatory Changes that Were Modified in the Final Regulations to Respond to Workers' Concerns**

Because of the concerns raised by workers and their advocates, the Bush administration modified the proposed regulations so that the final regulations:

- Limit which employer representatives can have direct contact with the worker's healthcare provider.
- Do not require workers to have sworn statements to prove family relations.
- Allow work done over seven years (rather than five) to count towards the 12 months of employment required for the employee to show eligibility.
- Do not allow employers to force workers who used unscheduled intermittent leave to transfer to another position.

### **AFA-CWA Flight Attendants FMLA Coverage**

The Association of Flight Attendants-CWA was pleased that the U.S. House of Representatives passed the Airline Flight Crew Family and Medical Leave Act (H.R. 912) by a unanimous vote on February 9, 2009. Current FMLA language denies flight attendants FMLA coverage because of the way the airline industry calculates worker hours. The next step is passage by the U.S. Senate.

**ACTION:** The CWA National Women's Committee recommends that every Local make its membership aware of the harmful changes made by the Bush administration to the existing FMLA regulations. The CWA National Women's Committee recommends that all CWA locals support the Flight Attendants by contacting their U.S. Senators to co-sponsor and to support legislation to provide AFA-CWA members with this important FMLA coverage.

## **DOMESTIC PARTNERSHIP**

We live in a diverse society with many different types of people. We are single, married, divorced, widowed, gay, transgender, old and young—you get the picture. The laws have changed regarding the rights, protections and entitlements of this changing society.

In the early 1980's, legislation was developed to address the rights of same-sex couples. This was called a Domestic Partnership. In some states, a Domestic Partnership has progressed to include opposite-sex couples. Domestic Partnership is a legal or personal relationship between two individuals who live together and share a common domestic life but are not joined by marriage.

Legislation on Domestic Partnership varies from state to state, with the general intent to grant rights similar if not identical as those conveyed by marriage. A Domestic Partner Agreement is entered into for partners to obtain many of these rights, and Domestic Partners should register as such. Each state has guidelines regarding how to register; often, registration takes place with the Registrar at municipal offices in the town in which the couple resides.

State laws vary on Domestic Partnership and some states have provided for Civil Unions, a legally recognized union similar to marriage. Other states have expanded Domestic Partnership rights to include opposite-sex couples and even relatives living within the same household (there may be age requirements for this right).

Domestic Partners who are registered may be offered the following rights: hospital visitation rights; the ability to make decisions after a partner's death; health insurance coverage; use of leave for the birth or adoption of a child or to care for a partner; inheritance; guardianship; child custody and other rights accorded a spouse. The State of California has developed an Online Self Help Center to assist Domestic Partners with such issues as how to file/dissolve partnerships, parenting, tax issues and more.

The site is [www.courtinfo.ca.gov/selfhelp/family/overview/endingdp/](http://www.courtinfo.ca.gov/selfhelp/family/overview/endingdp/). It provides helpful information to those looking into a Domestic Partnership.

In today's world, many women are not married but are in committed relationships and would like to share health benefits, tax savings, and other rights similar to marriage. They should review the Domestic Partnership laws in their state and register if their state recognizes Domestic Partners. This will provide them protections.

**ACTION:** Add Domestic Partnership language to your local's contracts and provide your membership with information on domestic partnership rights in your state.

### THE UNION ADVANTAGE

Women make up 46 percent of the labor force, and they are almost as likely as a man to be the principal supporters of their families. More than 70 percent of both married and single mothers hold jobs according to the Department of Labor. They earn money that is vital to paying mortgages and putting food on the table. Their contribution is especially valuable to working families as the nation faces the worst recession in decades.

Women are on course to become the majority of unionized workers. The most recent data from the Center for Economic and Policy Research suggests that even after controlling for differences between union and non-union women, unionization substantially improves the pay and benefits received by women workers. In today's economy, that could make all the difference. According to the 2007 Census Bureau, more than one of every three female-headed households is living in poverty. Nearly one quarter of the nation's workers have jobs that pay less than the \$8.85 an hour needed to keep a family of four out of poverty. Sixty percent of such low-wage workers are women, and unionization provides a way to ensure a living wage for the millions of women who provide the education, social services and healthcare that are an essential part of a productive labor force.

Obviously, better protection of workers' right to unionize would have a substantially positive impact on the pay and benefits of women in the workforce overall. The Employee Free Choice Act, currently under consideration by Congress, should remove most of the impediments corporations have placed in the way of workers attempting to form or join a union. Employee Free Choice represents the best opportunity we have to rebuild the middle class and put workers on the right track to a better life.

According to the Center for Economic and Policy Research in 2007, women made up 45 percent of union members. If the representation of women in unions continues to grow at the same rate that it has over the last 25 years, women will be the majority of the unionized workforce by 2020. Comparing union and non-union workers, union representation substantially improves the pay and benefits of women workers. On average, unionization raised women's wages by 11 percent, or about \$2.00 an hour, more than non-union women with similar characteristics and employment. Among women workers, about 19 percent of those in unions were more likely to have employer-provided health insurance, and about 25 percent were more

likely to have an employer-provided pension. In fact, according to an article in the San Diego Tribune (2008), joining a union is twice as effective as earning a four-year college degree in terms of increasing a woman's likelihood of having health insurance and a pension.

The union effects are large by any measure. For the average woman, joining a union has a much greater effect on living standards.

Union women earn substantially more than their non-union counterparts. The median wage for unionized women was \$18.77 per hour, compared to \$13.30 an hour for non-union working women. The benefits of unionization are also significant for women in low-wage occupations; for women in the 15 lowest paid jobs, unionization raised wages 14 percent.

**ACTION:** The CWA National Women's Committee strongly recommends a continued effort to encourage women in the workforce to join a union and to explain the benefits and value of the Employee Free Choice Act and union membership in terms of increased pay, benefits, and job security.

## **A GLOBAL PHENOMENON – GLOBAL VIOLENCE AGAINST WOMEN**

“Imagine a world in which three to four million people are suddenly struck by a serious, recurring illness. There is chronic pain, trauma and injury. Authorities fail to draw any connection between individual bouts with the disease and the greater public threat. Many suffer in silence.”

Everywhere and in all age groups, women are been victims of violence. They have been raped, mutilated, battered and murdered. Gender-based violence has long been tolerated in most societies throughout the world, letting the perpetrators go unpunished. Based on the popular view that a wife is the property of her husband and that therefore he may do with her whatever he thinks fit, legal systems in some countries have recognized a husband's right to chastise or even kill his wife if she is considered disobedient or is thought to have committed adultery.

Studies from a variety of countries show that at least one quarter – and often more than half -- of women report having been physically abused by a current or former partner. Many more are subjected to ongoing emotional and psychological abuse.

Dowry-related abuse is common in some countries. In India, “bride-burning” is a known practice. Women are killed because of their families' inability to meet the demands for money and goods. In Greater Bombay, one out of every five deaths among women aged 15 to 44 were reported as “accidental burns.”

Female infanticide and selective abortion of female fetuses has increased in several Asian countries. Genital mutilation is a traditional practice that affects women's health and is currently being practiced in parts of Africa, Asia, and among immigrants in the U.S. and Europe. In Sao Paulo, Brazil, 70 percent of all reported cases of violence against women took place in their homes. In Santiago, Chile, nearly three quarters of all assault-related injuries to women were found to be caused by family members. Violence during pregnancy is identified as a major reason for miscarriage and low birth-weight children.

### **Why Women Are At Risk**

“A wife is like a pony bought. I will ride her and whip her as I like.” This proverb, no matter how old, in many places is still in force. Whether it is beating a wife at the end of a bad day, or preying on an unsuspecting evening jogger in a city park, most gender-based violence against

women is linked to male power, privilege, and control. Culture and tradition, which often are reflected in national laws, only help to perpetuate the idea of male dominance.

A more universal reason behind gender-based violence is the structural inequality between men and women in the family as well as in society. Studies from both developed and developing countries show violence to be a by-product of the societal structure in which men make all of the decisions and women are expected to obey. As a United Nations study on domestic violence concludes, violence against women is a function of the belief, fostered in all cultures, that men are superior and that the women they live with are their possessions, which they may treat as they wish and as they consider appropriate.

### **A Platform for Action**

- Use educational systems to influence values and attitudes.
- Recognize violence against women.
- Publicize violence against women.
- Emphasize preventing violence against women.
- Review existing laws relevant to violence against women.

Violence against women derives from the lower status accorded to women in the family and in society. It is aided by ignorance, the lack of laws to prohibit violence, inadequate efforts by public authorities to enforce existing laws and the absence of education and other means to address this cause. Women's participation in the development process especially in such areas as family planning, environmental protection and education is crucial.

**ACTION:** The CWA National Women's Committee encourages CWA members at all levels to join the fight to stop global violence against women. Each society needs to look at itself and challenge those values and beliefs that reinforce violence against women.

## **Domestic Violence in America**

Domestic violence or intimate partner abuse is not a private matter. It is a serious crime and public health concern that can include physical, sexual, psychological, or emotional abuse. Domestic violence is not an isolated, individual event, but rather a pattern of repeated behaviors in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.

Domestic violence is not restricted by race, age, sexual orientation, religion or gender. It doesn't only affect those who struggle financially but affects people of all socioeconomic backgrounds and education levels. Domestic violence occurs in both opposite-sex and same-sex relationships, and can happen to intimate partners who are married, living together or dating.

Each year, women experience approximately 4.8 million physical assaults and rapes from intimate partners. Men are the victims of about 2.9 million physical assaults from intimate partners. Unfortunately, these assaults are on the rise and some wonder if the economy is restricting couples from splitting up, resulting in increasing and often dangerous frustration. The National Domestic Abuse Hotline reported a 21 percent increase in calls between 2007 and 2008.

On September 17, 2008, 78 percent of identified domestic violence programs in the United States, or 1,553 out of 2,000, participated in the 2008 National Census of Domestic Violence Services. This was the third consecutive year that the National Network to End Domestic Violence conducted the census and the results are eye opening. During the 24-hour survey period, more than 60,000 victims received assistance, including counseling, legal advocacy, children's support groups, emergency shelter or transitional housing. On the same day, more than 21,000 hotline calls were answered to assist victims by providing support, information and safety planning. However, a significant number of requests, nearly 9,000, went unanswered due to a lack of resources. More than 50 percent of those unmet requests for services were from victims seeking emergency shelter or transitional housing. Programs reported waiting lists of more than a month for everything from housing and emergency shelter to counseling and legal aid. Unfortunately, some victims decided to stay with their abusers because their only other choice was to be homeless.

On September 17, 2008, a shelter reported: "One of our clients miscarried last week after being beaten by her abuser. We have absolutely no room for her in our shelter and the nearest shelter is too far for her travel to."

Assistance was provided on that day to a woman who sought a protection order from her ex-husband who had been released on parole after being in jail for 9 years. When the judge asked her if she was still afraid of him, she replied, "Yes. The only reason I'm still alive today is because his gun jammed."

Domestic violence not only affects those who are abused but has a significant effect on family members, friends, co-workers, other witnesses and the community at large. Children who grow up witnessing domestic violence are among those most seriously affected by this crime. Frequent exposure to violence in the home not only predisposes children to numerous social and physical problems, but also teaches them that violence is a normal way of life and increases their risk of becoming society's next generation of victims and abusers.

If you or someone you know is a victim of domestic violence or abuse, please contact the Domestic Violence Hotline at 1-800-799- SAFE (7233).

**ACTION:** The CWA National Women's Committee strongly recommends that delegates commit individually and collectively to engage in educating members about domestic violence and their rights, with the goal of empowering them to do what is necessary to secure their safety and the safety of others within their communities. By addressing domestic violence, we can make a significant and, in some cases, life saving difference in the lives of our CWA sisters and brothers and the communities in which they live. We further recommend that delegates encourage the donation of time and money to assist shelters in creating an independent life free of violence for each and every victim of domestic violence and abuse.

## **WHITE HOUSE COUNCIL ON WOMEN AND GIRLS**

On March 11, 2009, President Barack Obama signed an Executive Order establishing a White House Council on Women and Girls. We have made tremendous progress in eliminating some of the barriers to women's success, however, inequalities still exist: American women, on average, earn 78 cents for every dollar paid to men. Women are underrepresented in the science, engineering and technology fields. More than 17 million women have no health insurance. One in four girls drops out of high school, resulting in an average annual income that is \$9,100 below even the lowest wages earned by male high school dropouts. Violence against women and girls

remains a global epidemic. These issues do not only affect women, they affect the entire family, the communities we live in and our economy.

By establishing the White House Council on Women and Girls, the President intends to “establish a coordinated Federal response to issues that particularly impact the lives of women and girls and to ensure that Federal programs and policies address and take in to account the distinctive concerns of women and girls, including women of color and those with disabilities.”

The mission and functions of the Council are as follows:

“The Council shall work across executive departments and agencies to provide a coordinated Federal response to issues that have a distinct impact on the lives of women and girls, including assisting women-owned businesses to compete internationally and working to increase the participation of women in the science, engineering, and technology workforce, and to ensure that Federal programs and policies adequately take those impacts into account. The Council, whose functions are advisory, shall be responsible for providing recommendations to the President on the effects of pending legislation and executive branch policy proposals; for suggesting changes to Federal programs or policies to address issues of special importance to women and girls; for reviewing and recommending changes to policies that have a distinct impact on women in the Federal workforce; and for assisting in the development of legislative and policy proposals of special importance to women and girls.”

**ACTION:** The CWA National Women’s Committee encourages all locals to read the President’s Executive Order at <http://www.whitehouse.gov> and share this important information with members. The National Women’s Committee will follow the progress of the newly formed council and keep our union up-to-date on the council’s work.

Respectively submitted,

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## NOTES