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Part 3 of 3

Women New York Bi-Monthly News from the Women's Division B2 F37
of the State of New York, Volume 3, Number 7

November / December 1979

FOR YOUR INFORMATION

COURSES, CONFERENCES, ETC.

Women's Studies, State University of
New York at Albany

This program is designed to help students rediscover the breadth of women's achievements, to evaluate knowledge gained through traditional academic disciplines, to reexamine the directions and goals of their lives and to enter traditional careers with new understanding. Students in this program may take one course or many courses, with twelve courses offered each semester. For further information, contact: Dr. Chris Bose, Director of Women's Studies, Humanities 359 or 313, State University at Albany, 1400 Washington Avenue, Albany, N.Y. 12222.

Regent's External Degree Program,
State University of New York

This program provides an opportunity to earn a college degree through college study and college proficiency examinations. The program has no

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campus and does no teaching; rather it accepts credits from all accredited institutions of higher education and offers 25 proficiency exams in college subjects and 35 other exams in nursing, business and foreign languages. In addition College-level Examination Program Tests and Graduate Record Examinations can be used to meet degree requirements.

This Program offers 8 different degree programs in the arts and sciences, business and nursing. It has a staff of counselors located in Albany and volunteer advisors located throughout the State. For more information, write: Regents External Degree, Room 1919K, 99 Washington Avenue, Albany, N.Y. 12230.

International Conference on Nineteenth Century Women Writers

This three-day conference will be held November 7-9, 1980 at Hofstra University. The Special Honored guest will be Germaine Bree and the program will include lectures, symposia, exhibits and dramatic readings. Registra-

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tion is \$15 in advance, \$20 at the door and \$5 for students with an I.D. For further information, contact: Natalie Datlof and Alexej Ugrinsky, Conference Coordinators, UCCIS, Hofstra University, Hempstead, N.Y. 11550.

The U.S. State Department is looking for women who want to join the foreign service in both entry level positions and mid-level jobs.

The qualifying test for the entry level positions will be given December 6 and the deadline for applying is October 15. The exam tests knowledge of American culture and history, economics, government, English expression and ability in political, consular, administrative or economic/commercial fields. An oral examination is given to those who pass this written test. There is a similar examination for entry into information officer jobs in the International Communication Agency.

New officers receive four months

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of training. Ability to speak a foreign language is not a prerequisite for these positions, since most new officers do not speak another language until they are trained by the State Department.

The median age of new foreign service officers is now 29. Several old rules which made it difficult for women to become experienced foreign service officers have been dropped. For example, prior to 1972 a married woman could not serve as a foreign service officer. Now, the State Department makes a special effort to accommodate married couples.

Mid-level State Department jobs are open to women who are at least 32 years old and who have at least nine years of experience/education. They can apply any time during the year. The applicant's qualifications are reviewed by a panel and oral interviews follow.

For information on the entry level exam, write: Board of Examiners, State Department, Washington D.C., 20520.

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For information on mid-level positions write: Glenn Mabry, State Department, PER/REE/SP, Washington D.C., 20520.

The Environmental Protection Agency is looking for women business owners to perform work under its construction grant program. They are particularly interested in businesses in planning, engineering, electrical design, civil/sanitary/environmental engineering, surveying, general contracting and other construction contracting. Firms must be at least 51 percent owned and operated by women.

If you wish further information or to send the names of women business owners, contact Michelle Weiss, c/o WBE Survey Staff, A-105, Environmental Protection Agency, 401 M Street, S.W. Washington D.C., 20460, (202) 755-0540.

BOOKS, PAMPHLETS, ETC.

Litigation on Behalf of Women, A Review
for the Ford Foundation. By Margaret

(more)

Berger. \$4.50. From the Ford Foundation.

This report examines what the impact of litigation has been on the women's rights movement and looks at how effective litigation is as a tool in promoting equality for women. In doing so, it interviewed Ford Foundation grantees who were involved in litigation and then makes conclusions and recommendations based on these interviews.

"Before You Give: A brochure prepared by the New York State Department of State.

This brochure alerts the prospective donor to the pitfalls of indiscriminate giving. For free copies, write: New York State Department of State, Office of Charities Registration, 162 Washington Avenue, Albany, N.Y. 12231.

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Courses, Conferences, etc.

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WOMEN IN STATE GOVERNMENT

Barbara Scott Preiskel was appointed by Governor Hugh L. Carey to the Board of Directors of the New York City Convention Center Operating Corporation last February.

A resident of New York City, she is general attorney and senior vice president of the Motion Picture Association of America, Inc.

No newcomer to government service, Ms. Preiskel currently is a member of the New York City Board of Ethics and served for two years on the President's Commission on Obscenity and Pornography.

She is also on the board of directors of several corporations, including Jewel Companies, Inc., Amstar Corporation, Textron Inc. and Levi Strauss & Co. A graduate of Wellesley College and Yale University Law School, Ms. Preiskel is an active member of the New York City Bar Association of which she is a former Vice President and the American Bar Association.

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Her civic activities are numerous. She is a Successor Trustee of the Yale Corporation, a member of the New York Community Trust Distribution Committee, and has served as chairperson of the Board of the Wiltwyck School and on the Boards of the Federation of Protestant Welfare Agencies, the New York Philharmonic and the American Civil Liberties Union, among others.

She has received a number of awards, including the National Association of Theatre Owners Meritorious Award, the Wellesley College Alumni Achievement Award and the Catalyst Award for Women of Outstanding Achievement.

"I hope that we will be able to find many ways to help women through the New York City Convention Center," said Ms. Preiskel. She added that if there is exhibit area in the new Center, she would hope that some space will be available to show activities and programs of women and minorities in New York.

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Ms. Preiskel will serve a two-year term and is the only black woman on the board. Mary A. D'Elia, Manhattan Borough coordinator in the office of Mayor Edward Koch, was appointed to a one-year term on the New York City Convention Center Board by Governor Hugh L. Carey.

Ms. D'Elia has worked in several positions within the Mayor's Office, and has extensive community relations experience, having worked as regional manager of the Boroughs of Manhattan and Staten Island for the Office of Service Coordination of the Mayor's Office, as Mayoral liaison to Community Boards 2, 5 and 7 and as District Manager for Greenwich Village, Chelsea, Clinton and Midtown.

For a number of years Ms. D'Elia was the owner and manager of the Asti Restaurant in New York City.

She currently serves as chairperson of the Clinton Steering Committee, on the policy committees of the Manhattan Plaza housing complex, and of the Capitol Apartments, Inc., a senior citizen housing complex. She is also a member of Community Board 4.

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MBN COLUMN

A recent New York Times article described a corporate executive who, in contrast to his peers at the commanding heights of other major companies, serves on no other corporate boards, no hospital or museum boards, no governmental commissions. The article's headline posed the question of whether this executive might be a limited leader. And, indeed, as more and more corporate executives have become volunteer advisors to and board members of community and civic organizations, it is difficult to find corporate heads with no outside voluntary activities.

The word volunteer also has taken on a new meaning for women as increasing numbers of women have entered the paid work force. Historically, housewives volunteered their time and energies to charitable, religious, civic and community

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organizations, providing a large pool of skilled but unpaid labor.

On the other hand, many of today's working women find it difficult just to juggle their time between job and family needs. Single career women often devote their time to their careers with little left over for volunteer work. The result has been that many charitable and civic organizations, facing limited budgets for personnel and increased demands from their clients, have suffered.

But women have suffered also. A workshop on Directorships in the Corporate and Non-Profit Worlds was held at the National Association of Commissions for Women's Annual Conference. It looked at how women can enter the very male-oriented world of Boards of Directors. One of the tips shared on how to enter that world is to volunteer time on non-profit boards. The experience of being a non-profit organization director, coupled with the contacts

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made on these boards, will stand you in good stead as large corporations and smaller businesses look for directors.

There's another reason for volunteering your services as well. It's a great learning experience to sit on non-profit boards, to help in fund-raising, or in program planning or in whatever capacity you choose. Volunteer experience can give the homemaker work experience which can be transferred if she (or he) decides to enter the work force. For young people, it affords the opportunity to find out first-hand just what kinds of work they enjoy doing. And for women already in the work force, it allows us to broaden our vision and often gives us a chance to take on increased responsibilities that we do not yet have on the job.

There's lots that can be done. You can only profit by it.

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WOMEN'S RIGHTS AND THE
1980 LEGISLATIVE SESSION

The 1980 Legislative Session recessed in June. Periodically - through the second half of 1980 - the Legislature will be called back to Albany to complete unfinished business. The status of women in New York State was affected materially by legislation passed thus far by the Legislature and signed into law by Governor Carey, particularly in the areas of domestic relations and domestic violence.

DOMESTIC RELATIONS

1. Divorce Reform: This legislation represents the most sweeping change in divorce law since the Divorce Reform Act of 1966. It provides for the equitable distribution of marital property and an award of maintenance (formerly known as alimony) based on factors which the court shall consider when determining distributions and awards in matri-

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monial actions.

Some of these factors are the duration of the marriage, the age and health of the parties, past, present and future economic conditions, the presence of children and the contribution and services of a partner in the marriage of a spouse, a parent, a wage earner and a homemaker.

The bill also amends various sections of applicable laws to render them gender neutral.

2. Support Enforcement: Hand in hand with reform of the divorce law is the passage of a series of bills to strengthen court orders for spouse and child support:

a. bills that allow the courts to order a present or future employer to deduct monies from the spouse's salary when he or she is 3 months delinquent in support payments.

b. a bill to provide for the mandatory entry of judgment for arrears of court ordered support payments. It prohibits the reduction

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or cancellation of amount due without good cause.

c. a bill to provide interest on arrears of support awards.

d. a bill to permit an amendment at the support hearing to include arrears which have accrued since the beginning of the enforcement proceedings.

e. a bill that allows child support orders issued in other states to be enforced as if they had been made in New York courts.

DOMESTIC VIOLENCE

This legislation contains many recommendations made by the Governor's Task Force on Domestic Violence.

Major provisions of the legislation include measures to:

- Remove the crime of first degree assault, which involves attacks with intent to maim or disfigure, from the jurisdiction of the Family Court and place it in the jurisdiction of the criminal courts only.

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- Authorize Family Court judges to order persons guilty of domestic violence to participate in educational programs similar to those for persons convicted of driving while intoxicated.
- Make it easier for victims of family violence and attacks by spouses to obtain court orders of protection against abusive relatives.
- Allow victims to collect reasonable attorney's fees from abusing relatives.

OTHER LEGISLATION

1. A bill to provide that the crime of aggravated sexual abuse be prosecuted and punished as a violent felony offense.

2. A bill that allows local social service districts and voluntary child care agencies to receive information from the State Central Registry of Child Abuse and Maltreatment, to insure that an individual applying to adopt a child, or an

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employee with child caring responsibilities has never been the subject of a child abuse report.

3. A bill that authorizes the State Health Commissioner to set up a storage facility for human breast milk for health providers and infants determined to require such milk, where the mother cannot provide it.

4. A bill to permit the father of a child born out of wedlock to give consent in the adoption proceedings under certain conditions.

5. A bill to prohibit approval of motor vehicle insurance rates based on age, sex or marital status unless such rates are based on actuarially sound statistical data. The bill relates actual driving experience to costs of insurance.

6. A bill that prevents an insurance company from cancelling maternity coverage when an individual changes to a new type of policy, from individual to group coverage, for example.

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PAY EQUITY

In 1977 women earned 59¢ for every dollar earned by men (based on median earnings). In 1939, women earned 58¢ for every dollar earned by men.

In a recent court case, nurses employed by a western U.S. city asked to be raised to the salary level of government sign painters, plumbers and tree trimmers who were earning more than the nurses.

These startling facts and figures coupled with the fact that 80 percent of all working women are still concentrated in traditionally "female" occupations, have brought to the forefront the new issue of occupational segregation and wage discrimination.

The question of why the earnings gap between men and women still

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exists and why women working in jobs considered "women's work" are paid less than men in jobs traditionally held by men is bringing about increased discussion by women as well as a number of research studies on this phenomenon and hearings by the U.S. Equal Employment Opportunity Commission (EEOC). In fact, women's organizations, unions and government agencies are beginning to determine how prevalent this problem actually is and to look for ways of alleviating it.

In 1963 the Equal Pay Act was passed by Congress, which mandated the concept of equal pay for equal work -- that men and women in equal jobs must receive the same pay. That Act has been interpreted by the Courts to mean that only men and women in very similar or identical jobs must receive the same pay. For example, women prison guards filed suit charging wage discrimination since they were receiving lower wages than men guards. In this case

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the court ruled favorably for the women guards.

But the fact is that there is no law outlawing paying different wages for different jobs. The question then becomes what jobs are equal? How does one compare jobs traditionally held by women, especially clerical and service jobs, with those traditionally held by men?

"After years of charges and litigation we know that exclusion from many jobs accounts for part, but not all of the wage gap between minority and white workers and between male and female workers," said Eleanor Holmes Norton, chair of the EEOC at its recent hearings. She added that another factor in wage discrimination is that earnings seem to be less where jobs are primarily held by women and minorities. "The worsening of the wage gap between men and women -- despite some progress in opening access to formerly closed jobs -- during the very years

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of the operation of Title VII and the Equal Pay Act creates some urgency in looking beyond the known and traditional causes," said Norton.

At a workshop held at the National Association of Commissions for Women's Conference, it was brought out that the equal pay for work of comparable value issue is a complex one which will be difficult to win. The nurses' court case mentioned above was dismissed by the judge, who said that the case was "pregnant with the possibility of disrupting the entire economic system of America."

Indeed, while a majority of the 50 persons who testified at the EEOC hearings felt that these patterns do exist, several business and corporate representatives felt that if "women's" jobs did pay less, it did not flow from discrimination, but from supply and demand in the job market. Others testified that employers themselves are working to

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ensure that their pay systems operate in a non-discriminatory manner.

On the other hand, Lynda Johnson Robb, in testimony before the EEOC, cited national statistics that "confirm that college educated women earn an average of \$3,000 per. year less than high school educated men."

Other research has shown that wage discriminatory patterns do exist. A recent study done by the Connecticut Permanent Commission on the Status of Women determined that sex segregated jobs do exist in Connecticut state service, with accompanying pay inequities. The legislative body of the State of Washington conducted three different studies of the comparable worth of Washington State government jobs and the 1981 legislative body will consider implementation of comparable worth pay. As discussion on this issue increases, it becomes increasingly clear that there is a great

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need for more data to compare both salaries and jobs.

In the meantime, unions have begun to become active on this issue. Last year the AFL-CIO passed a resolution at its national convention encouraging comparable worth studies and urging its members to recognize the wage discrimination issue in their bargaining. A number of unions, especially those with large numbers of women members, have taken action and are negotiating higher percentage increases for lower paid workers or are negotiating separate funds known as inequity dollars for lower paid workers.

Wage discrimination and equal pay for work of comparable value is an issue which will receive much attention during the 1980's. For more information on pay equity you could write to the Connecticut Permanent Commission on the Status of Women, 6 Grand Street, Hartford, CT 06115 or to the Center for Women in Government, 1400 Washington Ave.,

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Albany, N.Y. 12222, which is
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In 1963 the ~~Equal~~ Equal Pay Act was passed by Congress, which mandated the concept of equal pay for equal work -- that men and women in equal jobs must receive the same pay. That Act has been interpreted by the Courts to mean that only men and women in very similar or identical jobs must receive the same pay. For example, women prison guards filed suit charging wage discrimination since they were receiving lower wages than men guards. In this case the court ruled favorably for the women guards.

But the fact is that there is now law outlawing paying different wages for different jobs. The question then becomes what jobs are equal? How does one compare jobs traditionally held by women, especially clerical and service jobs, with those traditionally held by men?

"After years of charges and litigation we know that exclusion from many jobs accounts for part, but not all of the wage gap between minority and white workers and between male and female workers," said Eleanor Holmes Norton, chair of the EEOC at its recent hearings. She added that another factor in wage discrimination is that earnings seem to be less where jobs are primarily held by women and minorities. "The worsening of the wage gap between men and women -- despite some progress in opening access to formerly closed jobs -- during the very years of the operation of Title VII and the Equal Pay Act creates some urgency in looking beyond the known and traditional causes," said Norton.

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At a workshop held at the National Association of Commissions for Women's conference, it was brought out that the equal pay for work of comparable value issue is a complex one which will be a difficult to win. The nurses' court case mentioned above was dismissed by the judge, who said that the case was "pregnant^t with the possibility of disrupting the entire economic system of America."

Indeed, while a majority of the 50 persons who testified at the EEOC hearings felt that these patterns do exist, several business and corporate representatives felt that if "women's" jobs did pay less, it did not flow from discrimination, but from supply and demand in the job market. Others testified that employers themselves are working to ensure that their pay systems operate in a non-discriminatory manner.

~~Yet, data seem to refute that.~~ ^{On the other hand,} Lynda Johnson Robb, in her testimony before the EEOC, cited national statistics that "confirm that college educated women earn an average of \$3,000 per year less than high school educated men."

~~Sim~~ Other research has shown that wage discriminatory patterns do exist. A recent study done by the Connecticut Permanent Commission on the Status of Women determined that sex segregation^{ed} jobs do exist in Connecticut state service, with accompanying pay inequities. The legislative body of the State of

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Washington conducted three different studies of the comparable worth of Washington State government jobs and the 1981 legislative body will consider implementation of comparable worth pay.

As discussion on this issue increases, it becomes increasingly clear that there is a great need for more data to compare both salaries and jobs. ~~XXXXXXXXXXXX~~

In the meantime, unions have begun to become active on this issue. Last year the AFL-CIO passed a resolution at its national convention encouraging comparable worth studies and urging its members to recognize the wage discrimination issue in their bargaining. A number of unions, especially those with large numbers of women members, have taken action and are negotiating higher percentage increases for lower paid workers or are negotiating separate funds known as inequity dollars for lower paid workers.

Wage discrimination and equal pay for work of comparable value is an issue which will receive much attention during the 1980's. For more information on pay equity you could write to the Connecticut Permanent Commission on the Status of Women, 6 Grand Street, Hartford, CT 06115 or to the Center for Women in Government, 1400 Washington Ave., Albany, N.Y. 12222, which is just beginning to do research on this issue.

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