

13699-82 Women New York Bi-monthly News from the Women's Division B 1 F 16
Part 2 of 2 of the State of New York Issue, Volume 1, Number 6

November/December 1976

NEW YORK STATE WOMEN'S MEETING - IWY

National Issues Are Women's Issues.

Women's Issues Are National Issues.

A CALL TO WOMEN:

I am a housewife.

I care about my family, job market
reentry, marriage and divorce laws.

I am a working woman.

I care about job opportunities,
credit, minority rights.

I am an older woman.

I care about health protection,
pensions and retirement, electing
more women to office.

I am a rural woman.

I care about environment, food
prices, energy.

I am a mother.

I care about maternity benefits,
child care and social security.

I am a student.

I care about sexism in education,
ERA, reproductive freedom and rape.

I am a Lesbian.

I care about discrimination, child custody, political representation.

I am unemployed.

I care about inflation, job training, welfare rights.

in Albany, July 8, 9 and 10
Join us and other New York

State women of all ages, backgrounds and viewpoints. Speak out on the problems that concern you, share your experiences in the home, on the job, in the professions and in society. Suggest new solutions, new laws, new priorities.

Housewives, working and unemployed women, students, mothers, and women of all ages, backgrounds and viewpoints, from cities, towns and farms have been called to assemble in Albany July 8 to 10 for what is expected to be the largest gathering of women ever held in New York State.

*The "Call to Women" was issued at a press conference in New York City on March 22, 1977 in the YWCA Auditorium, 610 Lexington Avenue, by Bella Abzug, Lieutenant Governor Mary Anne Krupsak; Mary Burke Nicholas, Director and Angela Cabrera, Deputy Director, Women's Division of the Governor's Office; as they announced plans for the first Federally-funded New York State Women's Meeting.

The Albany meeting July 8-10 will be one of 56 Federally-funded state conclaves of women. They will

be followed by the first National Women's Conference in Houston, Texas November 18 to 21.

The "Call" was read in segments by women ranging in age from 17 to 77, representing a cross-section of individuals and broad groupings of women the meeting planners hope to attract.

"We have an opportunity to reach out and touch each other and say this is what I am," said former Representative Bella Abzug, who sponsored the legislation providing five million dollars for the nationwide women's meetings.

"We're aiming for from 3,000 to 5,000 women from all parts of the State," Lieutenant Governor Krupsak said, adding that auto-caravans and special buses will be used to transport women to Albany.

Mary Burke Nicholas, Director of the Women's Division of Governor

Hugh L. Carey's office said key among the issues examined would be family life, employment, education, health, public life and consumerism. "We are going to have a truly historic meeting in Albany," she said.

The State meeting will be a celebration of women and their contributions to American life and progress, as well as a series of workshops and discussions on women's issues. Clara DeMiha, 77, a "founding mother" of the feminist movement who worked for the downtrodden along with Jane Addams in Chicago in the 1920's said that she hoped the meeting would result in the "consciousness raising of American women," adding that it could lead to "improving the lot of both women and men."

Recommendations of steps that can be taken to eliminate discrimination against women will be developed in plenary sessions. Participants will also elect 88 delegates from

New York to the National Conference.

The three-day meeting will be held in the Convention Center at the Empire State Plaza. Overnight accommodations will be available at modest cost at the SUNY campus in Albany, and child care will be provided.

The coordinators are stressing that this be an "open meeting" for all women, regardless of their politics, income or past participation in women's organizations. Funds will be available to subsidize women with little money who want to attend the meeting and day-care facilities will be provided.

Asked whether men can attend, Mrs. Abzug, who is Chairwoman of the New York event (and newly appointed National Chairwoman), said, "They are welcome."

Your suggestions are welcomed and we urge you to start now to consider your role in helping to plan the meeting and/or participating in the meeting. The mailing address

for the Albany event is State Women's Meeting, 12th Floor, 9 West 57th Street, New York City 10019. Ten regional committees are presently being set up.

The following 88-member coordinating committee includes representatives of women's organizations, both traditional and feminist, from all areas of the State, selected by the President's National Commission for the Observance of International Women's Year:

NEW YORK STATE WOMEN'S MEETING - - - - - COORDINATING COMMITTEE

Ruth Abram, Brooklyn
Joan Agin, Holliswood
Marilyn Jemison Anderson, Lawtons
Samuel Babbitt, Clinton
Jewel Bellush, New York City
Lydia Brazzer, New York City
Grace Cariola, Buffalo
Hortense S. Cochrane, Saratoga Springs
Noreen Connell, New York City
Constance Cook, Ithaca
Lucille Coulihan, Brooklyn
Raquel Creitoff, New York City
Adrienne Critchlow, New York City
Evelyn Cunningham, New York City
Karen DeCrow, Syracuse
Scotty Dougherty, East Syracuse

Charlotte Klein, New York City
Midge Kovacs, New York City
Denise Krosky, Schenectady
Olga Lagano Carlin, Selden
Dorothy Lasday, Poughkeepsie
Barbara Lockhart, Ulster Park
Gloria Mattera, Geneseo
Georgia McMurray, New York City
Joyce Miller, New York City
Betty C. Noble, Liverpool
Aida O'Connor, New York City
Jean O'Leary, New York City
Dorothy Orr, New York City
Eleanor Peck, Rochester
Harriet Pilpel, New York City
Letty Cottin Pogrebin, New York City

NATIONAL COMMISSIONERS

Bella Abzug, New York City
John Mack Carter, New York City
Lenore Hershey, New York City
Velma Murphy Hill, New York City
Ersa H. Poston, New York City

EXECUTIVE COMMITTEE

Chairperson: Bella Abzug

Vice-Chairpersons: Lieutenant Governor Mary Anne Krupsak, Albany
Mary Burke Nicholas, New York City, Program Committee Chair
Angela Cabrera, Brooklyn, Outreach Committee Chair
Mim Kelber, Brooklyn, Communications/Public Relations Chair
Jane Small Sanford, Albany, Logistics Committee Chair
Alice Heyman, New York City, Fiscal Officer, Finance Chair
Sue Cohen, Geneva, Recorder
Alma Quigley, Staten Island, Correspondent, Speakers Chair

Cathy Bertini, Skaneateles
Goldie Chu, New York City
Maria Cora, New York City
Ruth Cowan, New York City
Velma Murphy Hill, New York City
Esther Kee, New York City

Ann Lewis, Albany
Olga Mendez, New York City
Bonnie Pederson, West Point
Jan Peterson, Brooklyn
Carolyn Reed, New York City
Bonnie Sims, Buffalo

Nancy Dubner, Rochester
Natacha P. Dyckman, Rochester
Ronnie Eldridge, New York City
Frances T. Farenthold, Aurora
Ronnie Feit, New York City
Peg Fitter, Rochester
Muriel Fox, New York City
Jo Freeman, New York City
Jane Gilley, Old Chatham
Ruth Bader Ginsberg, New York City
Marjorie Grossch, New York City
Zenith H. Gross, New York City
Marife Hernandez, New York City
Katherine Humphrey, Websters Crossing
Rena Hyland, Brooklyn
Arlyne Katz, Potsdam

Ernesta Procope, Queens
Inez Reed, Albany *Smith*
Joyce Richardson, New York City
Lillian Roberts, New York City
Lynn D. Salvage, New York City
Mary Sansone, Brooklyn
Barbara Shock, New York City
Betty Schlein, Merrick
Virginia Snitow, Scarsdale
Marcia L. Storch, M.D., New York City
Dr. Elizabeth Thorn, New York City
Eleanor Tilson, New York City
Doris Turner, New York City
Betsy Wade, New York City
Lois J. Wilson, Albany

LOOK TO THE FUTURE

The Women's Division believes that the most urgent legislative need for women in New York is extending divorce reform to include reform of the marital property law. Today, New York is one of only 11 states that gives no recognition to the fact that marriage is an economic partnership. The law now gives the court no discretion to divide assets in an equitable manner. Separate property almost invariably remains such and it is only jointly-held property that is subject to distribution upon divorce. Thirty-eight states have laws that recognize the economic realities of marriage. The 30 other "common law property" states give the court discretion to distribute property regardless of how legal title is held depending upon the equities of the individual case. The eight "community property" states and Puerto Rico divide up the property

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equally upon divorce.

We support the concept embodied in A.11555-A, S.9076-A of equitable as opposed to equal division of marital property.

We urge favorable action by the State Legislature this year.

(SIGNATURE)

WOMEN ARE NEWS

Governor Hugh L. Carey announced February 16th the appointment of Josephine L. Gambino of Jackson Heights, Queens, as a member of the State Civil Service Commission. The other members are Victor Bahou, Chairman and Ersa Poston.

Mrs. Gambino, 54, has been a member of the New York City Civil Service Commission for three years. She hears appeals from decisions about job eligibility and disciplinary actions, approves scheduling of civil service examinations, and rules on job classification and job titles.

From 1970 to 1973, she served as assistant to the chairman and assistant secretary of the New York City Housing Authority and from 1966 to 1970 as the Bronx Director of New York City Rent and Rehabilitation Department.

Mrs. Gambino entered public service after 24 years as a production manager and stylist in dress and sportswear manufacturing.

She is the recipient of several awards, including the Woman of the Year Award in 1975 from the Ministerial Council on Race Relations and the Woman of Achievement Award in 1974 from the American Italian Association (AMITA).

Mrs. Gambino is the former president of the North Queens Civic Improvement Association, president of the Italian-American Businessmen and Women's Association, and a former member of the Tremont Narcotics Prevention Board.

She was named for a term ending February 1, 1983, to succeed Michael N. Scelsi of New York City, whose term expired.

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Governor Hugh L. Carey announced April 1st the appointment of Mrs. Roberta Karmel as a member of the 11-member board of the Metropolitan Transportation Authority (MTA). She succeeds Mr. Harold L. Fisher as a board member. Mr. Fisher has been appointed chairperson of the MTA.

Mrs. Karmel, 39, a rail commuter, is a senior partner in the law firm of Rogers and Wells in Manhattan. A specialist in securities, she is a former assistant regional administrator for the Securities and Exchange Commission and the author of a number of articles about securities regulations and laws.

Among her professional activities are membership in the Committee on Securities Regulation for the American Bar Association, the Committee on Professional Responsibility for the Association

MBN
We're working
on getting a
photo from Friday
press conf
JJ me

of the Bar of the City of New York,
New York Women's Bar Association,
American Arbitration Association
and the American Judicature Society.
She is a graduate of Radcliffe
College and New York University
School of Law. Her husband, Paul,
is a Professor in the School of
Engineering at the City College of
New York.

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PREGNANCY - DISABILITY

On December 20, 1976, the New York State Court of Appeals upheld orders of the State Division of Human Rights directing employers to pay salary benefits to employees with pregnancy-related disabilities. Under the Court's ruling, employers who are subject to the New York State Human Rights Law (those who employ four or more people) and who provide salary benefits for non-occupational illness or injury, must include pregnancy-related disabilities in their coverage. These employers must pay for those disabilities the same benefits they pay for non-occupational illnesses or injuries. The payment period is the time the employee's physician certifies that she is medically unfit to do her job. This may include time before as well as after the birth of the child; but does not include time taken, after recovery from disability, for child-rearing.

The New York State Division of Human Rights has for several years ruled that the exclusion of coverage of pregnancy-related disabilities under employers' non-occupational disability plans is sex discrimination, and violates the New York State Human Rights Law. The Division interprets the statute to require employers to equalize treatment of employees sustaining pregnancy-related disabilities by including them in benefits coverage.

Since the decision was handed down, the Division has been flooded with phone inquiries. As a result, the Division has drawn up a Fact-Form Kit that is now available to the public. The Kit includes instructions to the employee on how to go about collecting her benefits; instructions to the employer on how to comply with the Human Rights Law and provide payments; a medical form for the woman's

physician to complete, certifying her term of disability; and a Fact Sheet which answers such questions as: can a woman collect benefits while on maternity leave; is this ruling retroactive; are city and state employees covered, etc.

The Fact-Form Kit also contains instructions for women to follow if their employers are unwilling to provide them with the salary benefits they feel they are entitled to.

If an employer or an employee has a question concerning pregnancy disability benefits, please send for the free Pregnancy-Disability Fact-Form Kit: Pregnancy Task Force, State Division of Human Rights, 2 World Trade Center, New York, New York 10047.

The volume of phone calls makes it impossible for the Division to do more than take the caller's name and address.

"SALUTE TO WOMEN IN BUSINESS"

(ITALICS)

Conditions change, needs vary and new methods develop, but the purpose of the YWCA for fulfillment and liberation of women in mind, spirit and body remains unchanged...an organization grows into maturity in the same way that a person does, developing the promise of earlier years in responding to life's demands--this is the philosophy that has placed the YWCA in the vanguard of the movement on behalf of women.

The YWCA of the City of New York continues to expand its services to all women of our vital community.

During its 106 years of existence, the YWCA's objective has been to help women, especially working women, achieve their personal, vocational and avocational goals through upgrading of career, business and management skills. The YWCA is an international organization active in 83 countries and is the world's largest membership organization of women. The New York City YWCA is

one of 470 YWCA associations in the United States.

In recognition of women's accomplishments in business, the YWCA of New York City has established the "Annual Salute to Women in Business" Award.

In its third annual "Salute to Women in Business" for 1976, the YWCA honored 63 women of achievement from companies and organizations in the New York business world at a luncheon in the Grand Ballroom of the Waldorf-Astoria Hotel. "The first woman who..." is a phrase that showed up repeatedly in the biographies of those honored.

The honorees' occupations ranged from the vice president in charge of municipal finance for an investment house to a telephone repair woman; from an option inspection representative for a stock exchange to the merchandise manager for a major retail chain, to the operations services supervisor of a major metropolitan airport.

Keynote speaker at the Salute, and recipient of a special Salute award, was Betty Furness, Director, Action 4, WNBC-TV News. The honorees at this year's luncheon were introduced by Rose Ann Scamardella of WABC-TV, Carol Martin of WCBS-TV and Marife Hernandez, Director of Community Relations for WPIX-TV.

Grace J. Fippinger, Vice President, Secretary and Treasurer of New York Telephone, was General Chairperson of the 1976 Salute to Women in Business, assisted by a committee of New York business women. Honorary Chairpersons were Mrs. Albert H. Gordon, President of the YWCA of the City of New York, and Madeline H. McWhinney, Chairperson of last year's Salute. Horace C. Jones, a Director and Chairperson of the Executive-Finance Committee of Burlington Industries, Inc., was Chairperson of this year's Sponsors' Panel.

In commenting on the growth of the Salute to Women in Business in its three-year existence, Mrs.

Gordon, YWCA President, said, "The corporations and individuals supporting this luncheon are leaders in the pursuit of equal opportunity for all. We appreciate the dedicated efforts of all who have contributed so much to the success of the businesswomen of our great city."

PROFILE OF "AN" HONOREE

The woman chosen to be honored at the 1976 YWCA "Salute to Women in Business" was typically about 40 years old and earned an annual salary in the neighborhood of \$40,000. Early results indicated the typical honoree held a staff position, and supervised the work of 20 people. She attributed her success to a combination of good education and on-the-job experience.

A look at the responses to eight key questions posed in a questionnaire to the honorees:

... Seventeen of the 40 respondents are in "line" positions, with a direct impact on company

revenues, while 23 are "staff" workers.

... Fourteen women said they work primarily on their own, while 26 supervise others, with numbers ranging from three to 400-plus.

... Almost half of the women submitting questionnaires picked more than one term to describe her job category. The most popular combinations were creative/managerial and creative/financial. Of the eight choices, the one most often checked was managerial (23), followed closely by financial (14) and creative (13).

... Most respondents attributed their success to on-the-job learning (28 votes) or schooling (19 votes). Not surprisingly, many checked both.

... Fifteen of the 40 women returning a questionnaire said they had finished some kind of professional graduate school

(such as law, business, etc.), compared to seven who did graduate work in an academic subject. Additionally, nine did college-level studies, while three took technical training. Six respondents checked "High School or less."

... Most honorees were in the middle of life's spectrum. None were under 25. Thirteen were between 36 and 45, and twelve were aged 46 to 55. Eight were slightly younger, between 25 and 35, and seven were over 55.

... Exactly half of the 40 respondents said they currently earn between \$31,000 and \$50,000. Eleven fall in the \$16-to-\$30,000 range; nine earn between \$51,000 and \$75,000 a year; and three report earnings over \$75,000.

... All of the 40 had improved their compensation since 1971; twenty-one of them were

earning 21-to-60% more than they did five years ago. Two had increases of 20% or less, while 17 had grown by 61% or more. The highest increase cited for the five-year period was 300%.

This year's Salute raised over \$30,000 for the NYC/YWCA. Among the women who were chosen as honorees were:

HONOREES

1976 SALUTE TO WOMEN IN BUSINESS

Marion S. Adams
Vice President, Municipal Finance
Blyth Eastman Dillon & Co., Inc.

Rena R. Bartos
Senior Vice President-
Director of Communications
Development
J. Walter Thompson Company

Caroline Beebe
Director of Employee Benefits
and Branch Personnel Relations
Bloomingdale's

Meg Bianco
Branch Manager
Xerox Corporation

Barbara C. Blake
Second Vice President
The Chase Manhattan Bank N.A.

Mari Ann Blatch
Vice President-Consumer Affairs
Reader's Digest Association, Inc.

Roberta Paula Books
Vice President, Morstan
Development, Inc.
Morgan Stanley & Co., Inc.

Joan-Ann Bostic
Personnel Manager
Pfizer Inc.

Frankie Cadwell
President, Cadwell-Compton
Compton Advertising, Inc.

Eleanor E. Campbell
Vice President
Johnson & Higgins

Emilie Caravasios
Inspection Representative
American Stock Exchange

Frimet Celnik
Repairman
New York Telephone

Paula Cholomondeley
Manager, International
Financial Analysis
International Paper Company

Jeanne R. Corbett
Assistant Vice President of
Actuarial Department
Metropolitan Life Insurance
Company

Zoe Coulson
Director,
The Good Housekeeping
Institute
Hearst Magazines

Gloria B. Deragon
Group Manager, Marketing
Research Department
Lever Brothers

Margaret B. Devlin
Assistant Corporate Secretary
General Motors Corporation

Edith Drucker
Merchandise Manager
B. Altman & Co.

Virginia A. Dwyer
Assistant Treasurer
American Telephone and
Telegraph Company

Rhoda Erickson
Supervisor of Stenographic
Training and Services
Sullivan & Cromwell

Josephine Foxworth
President
Jo Foxworth, Inc.

Dorothy L. Furness
Merchandise Manager
J.C. Penney Co., Inc.

Elaine Garzarelli
Vice President
Becker Securities Corporation

Dr. Dorothy Gregg
Corporate Vice President-
Communications
Celanese Corporation

Ruth Haase
Assistant Vice President
Blue Cross & Blue Shield
of Greater New York

Marjorie L. Hart
Senior Planning Advisor
Exxon Corporation

Louise S. Hazeltine
Associate Dean
Cornell University—New York
Hospital School of Nursing

Peggy Healy
Vice President, National Finance
Director of YGR Australia
Young & Rubicam International Inc.

Eleanor G. Hirsch
Executive Editor-Language Arts
Holt, Rinehart and Winston
CBS Educational Publishing
A Division of CBS, Inc.

Charlotte Schiff Jones
Executive Vice President
Manhattan Cable Television, Inc.

Dr. Johanna Kaiser
Psychologist
YMCA of Greater New York

Jean D. Keaveny
Assistant Secretary
International Telephone and
Telegraph Corporation

Maryann N. Keller
Assistant Vice President
Senior Analyst
Kidder, Peabody & Co., Incorporated

Marion S. Kellogg
Vice President
General Electric Company

Moiria Kelly
Manager of Planning and
Development
W.R. Grace & Co.

Joan W. Konner
Documentary Producer, NBC News
National Broadcasting
Company, Inc.

Dagnija D. Lasis
Industry Marketing Manager,
Scientific/Transportation/
Communications/Utilities
Burroughs Corporation

Natalie S. Lang
Vice President, Corporate
Social Policy
Booz, Allen & Hamilton, Inc.

Joy Levien
Assistant Secretary
The Singer Company

Anna Maria Malachi
Operations Services Supervisor
Newark International Airport
The Port Authority of NY & NJ

Theresa A. Marmo
Assistant Corporate Secretary
& Associate Counsel
Bulova Watch Co., Inc.

Kay B. Maunsbach
Second Vice President & Director
of Corporate Relations
Manhattan Life Insurance Company

M. Jacqueline McCurdy
Assistant General Counsel
Joseph E. Seagram & Sons, Inc.

Sallie C. Melvin
Vice President
Chemical Bank

Heidi Merrill
Advertising Director
Working Woman Magazine

Anne M. Meschino
Vice President
Citibank, N.A.

Birgit E. Morris
Managing Patent Attorney
RCA Corporation

Dolores J. Morrissey
Vice President
The Bowery Savings Bank

Sophie A. Fiattarone
Assistant Vice President
The First Boston Corp.

Patricia Neighbors
Vice President
Avon Products, Inc.

Catherine A. Rein
Secretary and Senior Attorney
The Continental Group, Inc.

Ann Robb
Manager-Sales Contracts,
Commissions & Policies
The Sperry and Hutchinson Company

Marlene Sanders
Vice President, Director of
Documentaries
American Broadcasting Co., Inc.

Eleanor J. Shehane
Manager of the Benefit Committee
AT&T Long Lines Department

Judith G. Shepard
Vice President
Goldman, Sachs & Co.

Doris H. Skutch
Executive Fashion Director
Burlington Industries, Inc.

Gail A. Wallace
Government Relations Specialist
Kennecott Copper Corporation

Dorothy Wayner
Manager, Client Services
Byrde Richard & Pound

Corrine Williams
Manager of Jewelry and Silver
Repair Department
Tiffany & Co.

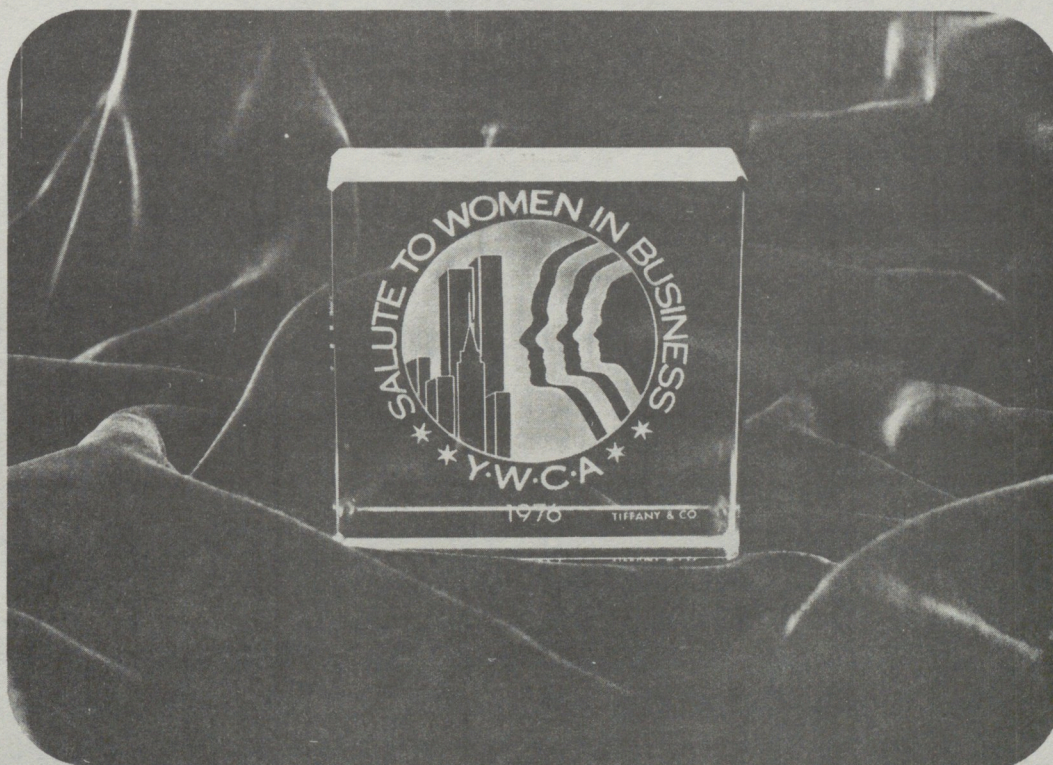
Marjorie Worme
Assistant to President/Rental
Manager; Member Board of
Managers for Condominium Section
Parkchester Management Corp.

Kristina Wrba
Director of Marketing
Helena Rubinstein, Inc.

Mary Anne Wrenn
Vice President
Merrill Lynch Pierce Fenner
& Smith, Inc.

Dr. Ruth Ziff
Senior Vice President
Doyle Dane Bernbach, Inc.

THE SALUTE AWARD



PREVIEW

Crimes against women are outrageous and unforgivable. In the upcoming issue of Women New York, we will focus on the tragedy of "Battered Wives".

WOMEN NEW YORK

Women New York is the bi-monthly newsletter of the WOMEN'S DIVISION, Executive Chamber, State of New York, Director, Mary Burke Nicholas; Deputy Director, Angela Cabrera. This issue is Volume 1 No. 7. Produced by the Women's Division: Associate Director for Public Information and Editor, Jewell Jackson McCabe; Associate Editors: Ida F.S. Schmertz, Associate Director for Special Projects; Melinda Aikins Bass, Special Assistant for Legislation; Robert Friel, Confidential Assistant; Christine Rosianski, Assistant Editor; with special thanks to Eileen Locascio, Secretary to the Director; and Olga Feliciano, Secretary to the Deputy Director.