

Caring for Los Alamos with LA Cares

Benefit Holiday Luncheon and Service Project
Rancho de Chimayo
Saturday, December 14, 2019
11:30 a.m. to 1:30 p.m.



We invite all AAUW-LA Branch members to join together for a festive lunch. We will gather at Rancho de Chimayo to enjoy good food and great camaraderie. The guest speaker will be Dawn Law Duran who received our first AAUW-Los Alamos scholarship awarded to a woman, non-traditional student at UNM-LA.

We will have a Prix Fixe menu with 5 choices for entree and drinks and tip will be included. The price for the lunch will be \$19.25, and we will need checks or cash. RSVPs will be collected by Mary Ann Lindahl until Dec. 4, at moonbeamx@comcast.net or 660-2259.

Our **service project** will again benefit LA Cares. A committee will purchase fresh fruit, such as apples, pears, bananas and oranges, and will prepare festive bags to be placed in each box distributed by LA Cares during its monthly food distribution in early December. LA Cares typically prepares up to ninety individualized boxes of non-perishables, which include very little fresh fruit or vegetables. For the past two years, we have made a second donation of fruit to brighten up the dreary month of February.

Many members have made contributions, and we thank you. We are still accepting donations by mail: write a check to Denise George and mail it to her at 411 Cheryl Ave, White Rock, NM, 87547 or bring cash or check to the luncheon. The committee will estimate from past years and will fund the fruit purchase. Members willing to help pack bags on December 12th, should contact Karin Roberts, 672-9625 or karinroberts875@icloud.com.



Judges Needed for LA Science Fair

The LA County Science and Engineering fair will be January 25, 2020. Judging elementary-age projects has been an AAUW long-standing commitment to our community. Karen Henderson is the team chair, and encourages members to join the team. You are fully qualified; a science degree is not necessary.

The judging is a lot of fun and requires only three hours from 9:00 to noon on that Saturday morning. Our volunteer judging at the fair is a constructive way for AAUW to be a part of the education process in our community. It is a positive community outreach, and we have received good recognition in the past for our interest in encouraging this age group.

Please consider being on our team. Call or email Karen Henderson (KOH7X@yahoo.com, 695-0247) to join or for more information.

Branch News

Kudos to Nina Thayer for her selection to serve as a director on the New Mexico Lottery Authority Board. The New Mexico Lottery Authority was signed into law in 1995 by Gov. Gary Johnson to provide university tuition scholarships to New Mexican high school graduates going to NM universities. The Authority is governed by a 7-person Board of Directors. Our long-time AAUW branch member, Nina Thayer, has been appointed by Gov. Michelle Lujan-Grisham to a 4-year term. The board meets 5-8 times a year in Albuquerque to decide policy, hire the director and select the lottery vendor.

We have a new branch member. Please add her information to your directory and welcome her to our branch:

Beverly Edwards
bevkedwards@gmail.com
600 San Ildefonso Rd #130
(505)597-2771

Save the date: January 8 for the legislative preview at Fuller Lodge, 6:30.

National News

AAUW has a new on-line course to help women learn how to better negotiate for a salary that is commensurate with the woman's worth to an employer. This course is Work Smart. While many members of Los Alamos AAUW Branch are retired and are no longer trying to negotiate salary with an employer, many do have daughters and grand-daughters who might have need to develop such skill. To find the course go to: <https://salary.aauw.org/>.

National has requested that branches inform their members of the need for unrestricted operating funds. The endowed scholarship funds are in terrific financial shape, while national struggles to keep the lights on. If you intend to make a contribution, National suggests that a \$30 annual unrestricted donation (tax-exempt) will help immensely. It's easy to do on-line: <https://ww2.aauw.org/donate-gift-new/>; or use this address:

1310 L St. NW, Suite 1000,
Washington, DC 20005

Book Group

The December book is The Dry by Jane Harper. Denise George will lead the discussion at the Monday meeting. We are looking for a discussion leader for the Tuesday meeting. Let the host know if you plan to attend.

On Monday Dec. 9, 7:00 pm, readers will meet at Denise's, 411 Cheryl (denisegeorge@icloud.com, 672-9688).

On Tuesday Dec. 10, 1:00pm the meeting will be at Mona Wecksung's, 161 El Corto (wecksung2005@msn.com, 662-7084).

Non-fiction Book Group

The next meeting will be on January 20th at 7:00 pm. We will discuss The Pioneers by David McCullough. Denise George, 411 Cheryl, will lead the discussion and host; let Denise know if you are coming. (denisegeorge@icloud.com, 672-9688)

Great Decisions

Books for this year's Great Decisions groups have been ordered. Meetings begin after the first of the year. One group meets at the libraries in the afternoon twice a month on the second and fourth Thursday,

and another meets at members' homes in the evenings. The evening group is led by Helena Whyte (672-9153 or mozden08@aol.com). The afternoon group is self-organized, but Denise George will answer questions about scheduling (denisegeorge@icloud.com, 672-9688)

Read to Learn Why Passing Equal Pay Legislation is not Enough

Aileen Rizo worked as a math consultant for the Fresno County Office of Education (FCOE) in Fresno, California, training instructors in new ways of teaching math. Rizo was hired by the FCOE in 2009 after earning a master's degree and teaching for 13 years. She and her family moved from Arizona to California for her new position.

In 2012, Rizo says, a male colleague who had recently been hired mentioned that he had been placed at step nine on the county's 10-step pay scale. Rizo was shocked — she had been placed at step one on the scale when she began her job, even though she understood that she had more experience and seniority than her male colleague. Rizo says that after filing an internal complaint, she was told that the FCOE based new employees' salaries on just one factor: the employee's salary history. On the basis of the county's policy it seemed that Rizo's less-experienced colleague was given a higher salary only because he had been paid more at his previous job than she had been paid at her previous job.

Rizo eventually filed suit under the [Equal Pay Act](#) and California's sex discrimination statutes. The case was filed in the U.S District Court for the Eastern District of California in 2014 and moved through the judicial system. In April 2017 the U.S. Court of Appeals for the Ninth Circuit handed down an unfavorable decision in Rizo's case. A three-judge panel held that using prior salary alone to calculate current wages can be permissible under the Equal Pay Act as a "factor other than sex" if the defendant shows that its use of prior salary was reasonable and effectuated a business policy.

Rizo argued that using prior salary alone to calculate current wages perpetuates existing pay disparities and undermines the legislative intent of the Equal Pay Act, which is to address pay inequity based on sex.

This unfavorable ruling magnified the need for strong [state and federal legislation](#) that eliminates the practice of using prior salary alone to calculate current wages. Federal legislation, like the [Paycheck Fairness Act](#), currently pending in Congress, addresses the "factor other than sex" affirmative defense of employers by requiring them to articulate a necessary business justification for pay differentials. The legislation also prohibits reliance on salary history during hiring. [This legislation](#) will help close the gender pay gap and promote economic security for women.

In the absence of such federal legislation, women like Aileen Rizo and AAUW continue to fight for [equal pay in the states](#), through a broad range of [research](#), [policy](#), and [legal advocacy](#). AAUW joined an [amicus brief](#) in support of Rizo's petition for rehearing en banc — in front of all the judges of a court rather than only a selected panel — and urged the Ninth Circuit to reconsider. In August 2017 the Ninth Circuit granted a petition for rehearing en banc and it was reheard with the full panel in December 2017.

On [April 9, 2018](#), the Ninth Circuit held that using prior salary alone, as a "factor other than sex," or in combination with other factors cannot justify a wage differential, further reasoning that this would allow employers to profit on this inequity and perpetuate a gender wage gap in direct contrast with the intent of the Equal Pay Act of 1963.

On August 30, 2018, Fresno County Superintendent of Schools filed a petition for appeal with the Supreme Court of the United States to challenge the decision reached by the U.S. Court of Appeals for the Ninth Circuit, which found in favor of Aileen holding that using prior salary alone, as a “factor other than sex,” or in combination with other factors cannot justify a wage differential under the Equal Pay Act. On February 25, 2019, the Supreme Court vacated and remanded the Ninth Circuit’s decision, which means that they determined that the Ninth Circuit’s decision was flawed and must be sent back to the appellate court for additional review. The Court arrived at this conclusion without reviewing the merits of the equal pay case, focusing solely on the second issue presented before the Court, which was whether a federal court can count the vote of a judge who dies before the decision is issued. This was relevant because the judge that authored the Ninth Circuit decision died on March 29, 2018, although the vote was taken and opinion authored prior to his death. AAUW has been fighting for Aileen and others by advocating for pay equity and fairness in compensation and benefits as a means to achieve economic self-sufficiency for all women. We will continue to support her case through our legal case support program.

Branch Calendar

Dec	14	Holiday Lunch, Rancho de Chimayo
Dec	9, 10	Book Group
Dec	12	Fruit Bag Packing
Jan	8	Legislative preview
Jan	23	Council Meeting 2:00pm
Jan	25	Science Fair

Coordinating Council 2019-2020

Alahna Weller	Facilitator	672-9539	acweller@comcast.net
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Bev Cooper	Publicity	672-9696	bcooper@cybermesa.com
Maryjane Giesler	University Representative	662-5574	mgiesler@unm.edu
Margaret Gibson	Membership/Treasurer	672-3609	mfgibson1943@yahoo.com
Denise George	Newsletter/Webmaster	672-9688	denisegeorge@icloud.com
Terry Marzili	Co-Treasurer	661-4214	tmarzili@aol.com
Appointed positions			
Helena Whyte	STEM	672-9153	mozden08@aol.com
Marilyn Minshall	Historian	672-3499	mjbminshall237@q.com
Mary Ann Lindahl	Hospitality	662-0995	moonbeamx@comcast.net
???	Public Policy		
????	Nominating Chair		