

Western Gateway Gazette
Northern Berkshire Business and Professional Women
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April, 2011



A message from your president...

*Dear Members,
I know by the calendar that Spring is finally here and soon warmer weather will be with us bringing all the sounds and fragrances of the season. Baseball is underway as well as barbecues, picnics, bonfires and family fun coming right around the corner. Besides daffodils and rooting for the home team, April reminds those of us in Massachusetts that we remember the patriots that fought on the greens of Lexington and Concord firing "the shot heard 'round the world" beginning the American Revolutionary War. That was a long time ago and we celebrate with parades and speeches and mostly a day off. It is easy to be jaded about the revolutionary militia men, and perhaps just as easy to forget that halfway around the world, courageous men and women are risking-and giving up -their lives so that we can enjoy our lives. With that in mind I'd like us, the women of NBBPW, to take this April to give recognition and honorable respect to not just our armed forces, but police, firefighters, emergency personnel,*

*everyone in uniform who puts him/herself in harm's way to keep us safe. If you or your loved one is a veteran or is actively serving, let us urge them to stand up and be recognized. Please take a moment to say hello, shake these heroes' hands, and thank them for their service and tell them what your freedom means to you
This month we note Equal Pay Day and working women's progress for equality in the workplace. NBBPW will hold our annual election of officers at our monthly meeting on April 27. If you would like to be on the slate or wish to nominate someone for an office please contact Gwen Boillat or myself.
I hope to see you at the meetings, until then, think greening and flowers.*

*Best Personal Wishes,
Dot Ransford, President, NBBPW*



~~ April Meeting ~~

Date: April 27, 2011

Location: Williams Inn

Program:

1. "Youth Exchange & Study Program"
Speaker: Kara Klozier
2. Officer Elections
3. Membership Appreciation

Menu:

Caesar Salad

Choice of:

1. Baked Scrod with Crumb topping
2. Tavern Stew with Baguette
3. Angel Hair Pasta with Asparagus and Tomato

Dessert: Lemon Meringue Pie

Coffee, Tea

Cost: \$25.00

Hostesses:

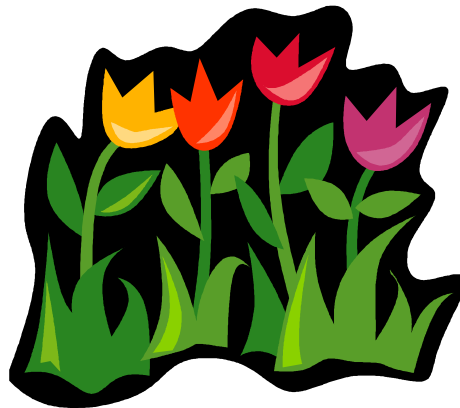
Nancy Lescarbeau 413-663-6083

Chris Ciskowski 413-652-1657

Please remember: Reservations are due by the Friday before the meeting. If you haven't been called, call one of the hostesses above. Also, you are responsible for reservations made and not honored. We must pay for meals ordered.

*Networking – 6:00
Meeting opens – 6:30
Dinner – 6:45*

Guests are welcome!



UPCOMING EVENTS

April 8 & 9 – IDP Seminar (BPW/VT)

April 18 – Patriot's Day

April 19 – **EQUAL PAY DAY!**

April 27 – NBBPW General Meeting

April 27 – Administrative Professionals Day

April 28 – National Take Our Daughters & Sons to Work Day

May 14 – BPW Annual State Convention

April Birthdays



Diane Dupuis 4/10

IMPORTANT WEBSITES!!

www.bpwfoundation.org

www.bpw/ma.org

www.northernberkshirebpw.org

EQUAL PAY DAY
Tuesday, April 19, 2011



Lilly Ledbetter Fair Pay Act
of 2009

Enacted by: 111th U. S. Congress

Effective: January 29, 2009

Legislative History:

- **Introduced in the Senate on 1/8/2009**
- **Passed the Senate on 1/22/09**
- **Passed the House of Representatives on 1/27/2009**
- **Signed into Law by President Obama on 1/29/2009**

Who is Lilly Ledbetter?



Lilly McDaniel Ledbetter

- Hired at the Alabama Goodyear Tire and Rubber Company in 1979 and worked as an overnight supervisor (7 p.m. to 7 a.m.) for nearly two decades.

- During her career at Goodyear, Ledbetter suffered sexual harassment and day-to-day discrimination. She testified before Congress in 2007 that a supervisor once asked for sexual favors in return for good job performance evaluations. After Ledbetter complained about the supervisor to the Equal Employment Opportunity Commission (EEOC), he was reassigned, but Ledbetter said she felt isolated at work and experienced a long-term pattern of discrimination.

- Got periodic pay raises, but all compensation information was kept confidential at her company. She received a Top Performance Award in 1996.

- Shortly before she was due to retire in 1998, an anonymous co-worker slipped a note into her mailbox at work comparing her pay against that of three other male counterparts. Ledbetter was making \$3,727 per month, while men doing the same job were paid \$4,286 to \$5,236 per month. Ledbetter filed a complaint with the EEOC and was then assigned to lift heavy tires, which she felt was retribution.

- Sued Goodyear, which claimed it paid Ledbetter less than other male workers because she was not a good worker. A jury awarded Ledbetter about \$3.3 million, but the amount was later reduced to around \$300,000. Subsequently, the Supreme Court voted 5-4 that Ledbetter was not entitled to compensation because she filed her claim more than 180 days after receiving her first discriminatory paycheck.

- The new bill changes the Civil Rights Act so that workers can sue up to 180 days after receiving any discriminatory paycheck.

- Met Obama while he was a senator and campaigned on his behalf. Obama and the future First Lady talked about Ledbetter regularly on the stump and the Alabama native rode with Obama as he took a celebratory train trip to Washington, D.C. before the inauguration. Ledbetter attended the inauguration and danced with the President at a ball afterwards.

- The Lilly Ledbetter Fair Pay Act of 2009 is an [Act of Congress](#) enacted by the [111th United States Congress](#) and [signed into law](#) by [President Barack Obama](#) on **January 29, 2009**.