

STATEMENTS OF INTEREST

9 to 5, the National Association of Working Women, has been working for the rights of and respect for women in the workplace since 1973. Currently the largest membership organization of working women in the country, 9 to 5 has grown from a simple newsletter to a grassroots force of nearly 15,000 women. Although the heart of the organization is secretaries, dataprocessors, and office workers, 9 to 5 is a voice for all working women regardless of their position or background. The workplace issues most often raised by women who call 9 to 5 for advocacy include sexual harassment, the Family and Medical Leave Act, pay equity, contingent work, pregnancy discrimination, computer health, and workplace monitoring.

The **American Nurses Association (ANA)** is a professional membership organization representing the nation's 2.2 million nurses, 97 percent of whom are women. The ANA advances the nursing profession by fostering high standards of nursing practice and promoting the economic and general welfare of nurses in the workplace.

Black Women United for Action (BWUFA) is a non-profit volunteer community service organization dedicated to enhancing the quality of life for African Americans -- specifically African American women -- by promoting social and economic growth. BWUFA also seeks to heighten overall societal awareness of the contributions, concerns, and needs of the African American community. BWUFA recognizes that gender and racial bias prevent women of color from participating effectively in the workplace, and works to address these barriers to equality; in order that women of color be fully productive participants in the future workplace, these specific employment barriers need to be addressed.

Business and Professional Women/USA (BPW/USA), a non-partisan voice of working women for 75 years, has over 80,000 members in 2800 local organizations in every Congressional district. BPW/USA works to improve the lives of working women through education, information, and advocacy. BPW/USA is particularly concerned with the important contributions women make to the work force and how these contributions can be enhanced through improvement of the current collective bargaining framework.

The **Center for Advancement of Public Policy (CAPP)** is a non-partisan policy analysis organization with a dual mission of full equity for women in the workplace and society, and humanizing the corporation through increased stakeholder management. CAPP believes that we must give all our workers an even playing field through enlightened labor law if U.S. corporations are to be competitive in the 21st century.

The Women's Economic Justice Program of the Center for Policy Alternatives (CPA) has worked on equity issues for women for over ten years. CPA is a non-profit, non-partisan association of leaders in the fifty states. Since 1975, CPA has provided ideas that work, strategies and advice to a network of more than 6,000 state legislators, administrators and opinion leaders. CPA recognizes the importance of unions and labor laws in helping women to succeed in the workplace.

The Center for Women Policy Studies was founded in 1972 as the first national policy research and advocacy institute focused exclusively on issues of social and economic justice for women. The Center conducts research and advocacy programs on sexual harassment and violence against women, work/family and "diversity" policies of employers, education, and other relevant issues.

Church Women United (CWU), founded in 1941, is a national ecumenical movement that brings together Protestant, Roman Catholic, and Greek Orthodox women to work for global justice and the empowerment of women. CWU's 1600 local and 52 state units work to translate its deep convictions about justice, peace, freedom, and gender equity from words into reality. Throughout its 53 year history, CWU has placed special emphasis on the economic well being of women both through local involvement as well as working to change public policy.

The Clearinghouse on Women's Issues (CWI) provides a channel for dissemination of information on issues of mutual concern particularly related to discrimination affecting the status of women, equality in the workplace, and advancement of opportunities. CWI places special emphasis on public and private policies affecting the economic and educational status of women.

Founded in 1974, the Coalition of Labor Union Women (CLUW) is an AFL-CIO affiliate of over 20,000 union members which advances the benefits of organized workplaces for women and promotes women's leadership development within the labor movement. CLUW also serves as an advocacy organization on behalf of millions of American working women promoting affirmative action, pay equity, health care and child care options, economic equality, family and medical leave, and conducting programs around sexual harassment and reproductive rights. CLUW and its 75 chapters across the country have taken a leading role in the battle to end discrimination against women and minorities. The four goals of CLUW are: 1) to organize the unorganized, 2) to promote affirmative action in the workplace, 3) to urge and enable CLUW members to participate in political action and legislation, and 4) to encourage and insure women's participation in union leadership. CLUW's membership is made up entirely of blue- and white-collar working women, of which 50% are minorities.

Federally Employed Women, Inc., (FEW) is an international non-profit organization representing over one million civilian and military women employed by the Federal government. Since its inception in 1968, FEW's primary objective has been to eliminate sex discrimination and sexual harassment and enhance career opportunities for women in government. Recognizing the growing participation of women in labor unions and the sweeping changes that are taking place in the federal labor-management relationship via the National Performance Review, FEW is committed to ensuring that the needs and concerns of women workers be an important consideration in any attempt at reforming current labor laws.

The Feminist Majority and Feminist Majority Foundation are committed to the elimination of discrimination against women and girls and to the achievement of full equality in all sectors of society. The organizations conduct research, support litigation, and develop action strategies to empower women in the workforce through pay equity, gender balance in decision-making in public and private sectors, unionization, and enactment and enforcement of sexual harassment and sex discrimination laws and policies.

The Institute for Women's Policy Research is an independent, non-profit, scientific research organization founded in 1987 to meet the need for women-centered, policy-oriented research. The Institute works with policy-makers, scholars, and advocacy groups around the country to design, execute, and disseminate research findings that illuminate policy issues affecting women and families, and to build a network of individuals and organizations that conduct and use women-oriented policy research. The Institute focuses on the issues that affect women in the labor force: employment and wages; pay equity and the glass ceiling; discrimination based on gender, race, or ethnicity; union participation; labor law reform; contingent and part-time work; family and work policies; health care coverage and benefits; welfare reform and poverty; and microenterprise and self-employment.

The National Committee on Pay Equity (NCPE) is a 15-year old coalition comprised of 177 women's and civil rights organizations and labor unions, and 250 individuals. NCPE focuses exclusively on the problem of wage discrimination against women and people of color and seeks public policies that promote pay equity. The NCPE Board of Directors is particularly supportive of labor law reform and believes that efforts to achieve a nondiscriminatory workplace, high standard of living and improved quality of life for women and for people of color depend on strengthening the right of workers to organize and have effective workplace representation.

The National Women's Hall of Fame is the only membership organization that honors and celebrates the accomplishments of American women. Many of those honored in the Hall, as well as our more than 3500 members, have struggled to accomplish their goals in an inequitable workplace. The Hall therefore has an ongoing interest in the creation of equitable labor and workplace policies for women.

The **National Women's Political Caucus (NWPC)** is a national grassroots organization dedicated to increasing the number of women elected and appointed to office at all levels of government, regardless of party affiliation. The Caucus' mission is to identify, recruit, train, and support women seeking elected and appointed office. NWPC supports labor law reform efforts that will enhance the participation, productivity, and development of all workers, particularly women workers.

The **Older Women's League (OWL)** is a non-profit membership organization that works to advance the rights of mid-life and older women. Since 1980, OWL has promoted the employment of mid-life and older women and therefore will be affected by the findings of the Dunlop Commission. Mid-life and older women, an increasing proportion of the workforce, face inequities based on their age and gender. Historically, mid-life and older women have been segregated into low-paying jobs without adequate health or retirement benefits.

Wider Opportunities for Women (WOW) is a 30-year old national women's employment organization that works to achieve economic independence and equality of opportunity for women and girls. WOW works nationally and locally to increase the access of women and girls to training and placement in well-paid work and to make the workplace more responsive to women's needs. Labor law is a key interest of WOW's because of the positive impact on women of unionization of employment and the wage, benefit, and economic security benefits that result.

The **Woman Activist Fund (WAF)** is a tax-exempt organization concerned with research and politics on behalf of women. WAF has produced an almanac of Virginia politics since 1977. Its support of labor law reform is a reflection of its interest in women workers.

Women Employed is a national membership association of 2000 working women based in Chicago. Since 1973, the organization has assisted thousands of working women with sex discrimination problems, analyzed equal opportunity policies, monitored the performance of equal opportunity enforcement agencies, and developed proposals for improving enforcement efforts. Women Employed strongly supports policies that can help working women improve their economic status.

Founded in 1971, the **Women's Legal Defense Fund (WLDF)** is a national advocacy organization that works at the federal and state levels to develop and promote policies that help women achieve equal opportunity, quality health care, and economic security for themselves and their families. Over its 23-year history, WLDF has placed special emphasis on equal employment opportunity, including pay equity and sexual harassment, by monitoring agencies' EEO enforcement, challenging sex-based discrimination in the courts, and leading efforts to promote employment policies such as the 1993 Family and Medical Leave Act and the 1978 Pregnancy Discrimination Act.

Women Work! The National Network for Women's Employment is dedicated to empowering women from diverse backgrounds and assisting them to achieve economic self-sufficiency. Women Work! is comprised of 1,300 local programs providing education, training, and employment services to more than 400,000 women annually. These women, who are primarily members of the non-union, low wage and/or contingent workforce, have few opportunities to achieve economic self-sufficiency under current labor law.

The **YWCA of the U.S.A.**, the nation's oldest and largest autonomous women's organization, serves two million women, girls, and their families nationwide in 400 local member associations in over 4,000 locations across the United States. Just as in 1858, when a small group of YWCA women first organized to help other women and "working girls" to adjust to urban life and workplace changes created by the Industrial Revolution, today the YWCA of the U.S.A. has been and continues to be a leading advocate both nationally and internationally for labor legislation, child labor laws, and employment training programs.