



The Minnesota *Business Woman*

The Official Publication of Minnesota Business Women

Vol. 77, No 1 • Fall 2010

Having the is not just a “Privilege” . . . it’s our Responsibility!

Kate S.H. Malmon, Legislation Chair

In 2009 women comprised 31.3% of the Minnesota House and 40.3% of the Minnesota Senate. These aren’t bad percentages when you consider that Minnesota is 4th overall in the nation for electing women to public office. It is the work of coalitions like the Women’s Candidate Development Coalition, of which Minnesota Business Women is a member, that help get women elected to office.

However, these women can’t be elected if women don’t vote. The following was circulated via email in the past couple of years and it bears repeating as the 2010 election draws near.

This is the story of our Grandmothers and Great-grandmothers; they lived only 90 years ago. ONLY! Remember, it was not until 1920 that women were granted the right to go to the polls and vote.

The women were innocent and defenseless, but they were jailed nonetheless for picketing the White House, carrying signs asking for the vote. And by the end of the night, they were barely alive. Forty prison guards wielding clubs and their warden’s blessing went on a rampage against the 33 women wrongly convicted of “obstructing sidewalk traffic.”

They beat Lucy Burns, chained her hands to the cell bars above her head and left her hanging for the night, bleeding and gasping for air.

They hurled Dora Lewis into a dark cell, smashed her head against an iron bed and knocked her out cold. Her cellmate, Alice Cosu, thought Lewis was dead and suffered a heart attack. Additional affidavits describe

the guards grabbing, dragging, beating, choking, slamming, pinching, twisting and kicking the women.

Thus unfolded the “Night of Terror” on Nov. 15, 1917, when the warden at the Occoquan Workhouse in Virginia ordered his guards to teach a lesson to the suffragists imprisoned there because they dared to picket Woodrow Wilson’s White House for the right to vote. For weeks, the women’s only water came from an open pail. Their food--all of it colorless slop--was infested with worms.

When one of the leaders, Alice Paul, embarked on a hunger strike, they tied her to a chair, forced a tube down her throat and poured liquid into her until she vomited. She was tortured like this for weeks until word was smuggled out to the press.

Some women won’t vote this year because why, exactly? We have carpool duties? We have to get to work? Our vote doesn’t matter? It’s raining?

It is jarring to think about Woodrow Wilson and his cronies trying to persuade a psychiatrist to declare Alice Paul insane so that she could be permanently institutionalized. And it is inspiring that the doctor refused. Alice Paul was strong, he said, and brave. That didn’t make her crazy. The doctor admonished the men: “Courage in women is often mistaken for insanity.”

We need to get out and vote and use this right that was fought so hard for by these very courageous women. Whether you vote democratic, republican or independent party - remember to vote.





Cool Beginnings

Minnesota Business Women
 – Working Women Working Together



President Joy Reinhart

Welcome to fall! Have you ever realized being a Minnesotan equals change? It seems like overnight the leaves started changing colors. Today’s economy presents lots of change. What’s changing in your life?

The special fall meeting resulted in the completion of the 08-09 audit and parts of the 09-10 audit. Recently money due MBW was received from USWCC so the 09-10 audit can now be completed.

We discussed moving online membership and event sign up to Wild Apricot. We are looking forward to trying this application out. Slides on Wild Apricot will be made available to all club presidents. If you have any questions, please don’t hesitate to ask.


The Model Club Bylaws were quickly reviewed as were the handbook changes. The handbook changes will also be made available to the club presidents.

MBW will host/sponsor the WPEA (WOMEN’S PROFESSIONAL EMPOWERMENT ALLIANCE) Celebration July 29 and 30, 2011. Pam DeMarce is spearheading this event. This event enables all state presidents and any other interested members to get together and discuss topics at hand as well as forge new relationships with clubs in other states. Some states have signed the Foundation license and some have not. WPEA is not exclusive to those states having signed the license. This event is expected to be self funding. Of the thirty members at the fall meeting virtually every member present indicated an interest in participating.


We are still working on determining the best means to email out information. So be anticipating additional communication via email, especially as we get closer to going live with Wild Apricot. A huge thank you to the Dala of Mora club for hosting the special fall meeting!

Lastly it is with regret that I have received and accepted the resignation of Stategic Planner Ruth Hiaring Wreisner.

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Bylaws

Judy Berry, Bylaws Chair/Appointee

The state Handbook of Policies and Procedures (with the recommended modifications) and The Model Club Bylaws were officially approved at the Fall Special Meeting. They both will be on the website soon. Please make use of them.

Remember to send to me two printed copies of your revised club bylaws ASAP. They were actually due August 1, so all of you -- except Grand Rapids and North Hennepin (thank you both for your submissions) -- are very late! If you need help, contact me or one of the other Bylaws Committee members: Faye Crane, Jane Geisinger, Karen Howell, Paula Hritz-Nobs, and Kate Malmon. I will review your bylaws and return a signed “approved” copy (or recommendations for adjustments) shortly after I receive your documents.



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History Help!

Historian, Mary Jo Igelstad

As State Historian I have a request for all clubs in MBW. I have received copies of some of the clubs newsletters, but I need all of them for History. I also need from 2009-2010 and 2010-2011 a copy from each local of the Club Historian Annual Report found on pages 48-49 of the Handbook of Minnesota Business Women, Inc. You can send them to me at: Mary Jo Igelstad, MBW Historian
 920 N. Ada, Fergus Falls, MN 56537.

Thanks and have a great year!

Happy Fall Y'all!

First, I would like to say thank you to all of the folks who joined us at the Fall Event in Hinckley. Indeed, it was a good meeting. We came together, we addressed some issues and were educated on some of the nuts and bolts of our organization. We had some very informative trainings on our website, and our handbook, which is an absolutely incredible resource on both the local and state levels! (Way to go Bylaws committee!) The work you ladies put in surely shows and makes the rest of our duties/ques-

tions a finger tip away from knowledge and a better understanding. Your work on this publication helps us accomplish tasks at hand and how to do it as informed leaders! Our Fall keynote speaker, Theresa Rose, showed where to find our sometimes illusive "Mojo." And just where that little bugger hides inside us and how to get it come back out to play when life seems to lead us astray from our best laid plans. Ah yes, and my personal favorite part...the sharing. Sharing our successes, sharing our knowledge and even questions regarding all the MBW doings throughout the state. Gathered together, we also celebrated what we are doing well. Positive and incredible things - talk about 'Cool Beginnings,' for the year! From what I heard, there's a whole lot of 'MBW RIGHT' happening throughout the state, at each of our locals. Keep up the amazing work! Our Minnesota Business Women have some Mad-Skills and we have Got It Goin' On! Yes, our Fall gathering was truly a happy group and quite an enjoyable experience. I only wish more members had been able to share in this educational, fun and oh-so positive experience.

President Elect Susan Jordahl-Bubacz



AWARDS. As the President Elect, I am also Awards Chair. Included in the fall meeting packet there was a list of awards your club may be eligible for. Please take the time to check it out and share these at an upcoming meeting of your club. Nine out of ten, I'm betting your club is doing some of these things in spades and should be offered that chance to be acknowledged and to shine! That said, appoint or ask for a volunteer in your club to be your awards chair, if you give a quick update each month on where you're at with a goal in mind...the prize will remain in sight, as will the finish line and a job well done! Seriously, help me out here! Make my job fun, I LOVE TO GIVE AWARDS and would like to give out as many awards as I possibly can at Spring Convention. You see, I simply LOVE TO CELEBRATE MAKING A DIFFERENCE and good things happening in this world, in our communities. Yes, and ok, I love to celebrate the accomplishments of MBW and share them with everyone out there in our big ol' state. For that matter, what MBW doesn't! Input please: If you think we are missing an award category, or have any ideas for an amazing new award - do share! I'd love to hear it! More info on these awards will be sent out the early part of 2011, or if you would like a copy of the list from the Fall packet, please contact me at sjbubacz@msn.com.

TREASURER DUTIES. Our state treasurer, Michele Palkki, has been at her husband Garry's side tending to him, Garry is terminal. Our prayers and best wishes go out to Michele and Garry at this time. Thus, in her absence I am standing in as state treasurer and trying to figure it all out...Well, it certainly would be remiss of me not to say, a HUGE thank you to the past state presidents in my Grand Rapids local and especially Faye Crane for their commitment to getting the job done right and more than guiding my every step of the way with my sink or swim immersion into dues/clubs/bills and understanding the MBW traditions and budget categories, etc. You ladies are truly amazing and I thank you from the bottom of my pointed little heart on behalf of the whole state organization for stepping up!

Finally, I would like to take a moment to say, I appreciate all that your clubs are doing within the state, the missions you carry forth and definitely all the proverbial unsung heroes working behind the scenes. I know what it takes, and man, have you ladies got it! (Chuckle, pardon the oxymoron/pun like wordage ;) Please, please feel free to contact me (in fact I totally encourage it!) with any MBW information you'd like shared or questions you need answered. If I don't know the answer I WILL find out for you...because in all honesty, at that point I will want to know the answer just as badly as you do!

Respectfully yours in Cool Beginnings,

Susan Jordahl-Bubacz
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Leadership Directory Updates...

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Past State Presidents

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1992-1993

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News from around the State



BUSINESS WOMEN OF GRAND RAPIDS

Susan Jordahl-Bubacz, president

Well, what can I say about the happenings up Nort' in Grand Rapids...UFFDA! It has been a busy time for the ladies of our local. We have had some great meetings with some wonderful speakers! Our August meeting hostesses Susan JB and Connie Swanson were all about Rhinestones and Rapport...and it was truly fun, and great camaraderie! Our ladies sported their bling to bright and beautiful attire for the 'Rhinestones' part of the evening. It was the "Rapport" that got us into a little trouble...for an icebreaker that night we asked each woman to tell us something about themselves that they didn't think we knew about them. Hmmm, Wow! What a cool bunch of women sitting there, totally incognito, their Super Woman capes tucked neatly inside their mild mannered demeanors! I couldn't believe the truly cool and amazing things many have accomplished. Unless specifically asked and shared, we would never have learned what truly renaissance women we are involved with in this organization - right there in our own neighborhoods! Then, as things got going, some info was just plain TMI shared. (in a good way!) LOL, and did we ever! September, our monthly hostess, Faye Crane, brought in Inner Circle and one of our favorite PSP's Linda Laitala. It's all about networking baby! Indeed, many of us deem this our absolute favorite meeting of all! Linda completely rocks! We learned hands-on and engaged face to face in networking practices. Again, learning more about each other, about ourselves. We were energized and inspired by the Inner Circle program!



*Pink builders (l-r): June Johnson, Susan Jordahl-Bubacz and Faye Crane.
Providing lunch: Connie Swanson (2nd from right).*

Saturday, October 9, we teamed up with Habitat for Humanity to do a 'Pink' Build. Our October 27 meeting will address the seriousness of the fast growing homeless populations in our greater Itasca County area. We will have speakers from Crisis Housing and the Grace House Homeless shelter, whom are both having to turn away the homeless, including families with children due to lack of funding. On that note, some of us will be participating in a One Night Without a Home and sleep in a cardboard box on November 19th during National Homelessness and Hunger Awareness week. November, we have an annual fund raiser where we assist at a huge area craft/artisan sale. Also in November, we will not hold our regular meeting, but on Thursday, November 18, you

will find many cooks in the kitchen! We will be preparing our second annual dinner for Circles of Support mentors and mentees. This year we are doing a Thanksgiving spread with a vast variety of harvest desserts from pumpkin and apples.

Grand Rapids members have also rolled up their sleeves and stepped up to help with the State Treasurers duties, Michele Palkki, who is a GR member. Michele is tending to her husband and his health at this time. As well as being part of the state level in roles as Auditor, Editor, State Meetings Planner, etc, etc. we have been a buzz with MBW happenings! That said, for all intent and purposes, our chapter has simply celebrated being Minnesota Business Women and all the wonderful things that go with along with that responsibility...and privilege.

DALA OF MORA BW Invitation . . .

Dala of Mora BW will be hosting a National Business Women's Week Celebration called "Cool Beginnings...Celebrate Sisterhood!" on Thursday, October 21, 2010, at Freddie's Pine Room, 810 Hwy 65 in Mora. Social Hour 4:30 - 5:30 pm, Dinner and Silent Auction 5:30 - 7:00 pm and Program and Guest Speakers from 7:00 to 8:30 pm.

Please join us for a celebration of women, sisterhood and Cool Beginnings! Our guest speakers will be Gwen Thomas and Teresa Hasbrook from the IMAGE Project. The IMAGE Project is an organization dedicated to empowering Maasai women through education and economic opportunities. The project grew out of inspiration by what the project's founders learned on a study mission to East Africa nine years ago. The IMAGE Project has helped build a cross-cultural coalition that is changing the lives of women and girls in the Maasai tribe of Tanzania. For more information on the IMAGE Project, visit imagnetanzania.org.

Our Silent Auction benefits local scholarships. There is always a wide variety of items on hand for your bidding pleasure. To purchase tickets (\$20 each): call Bridget at 320-679-8122 or 800-808-2830 ext. 8122; or email bmoeller@gmccu.com


Net proceeds from this event fund local scholarships for women.

WILLMAR AREA BW

Teri Beyer, president

Our chapter of MBW meets monthly for networking and education about topics pertinent in our local area as well as areas of general interest. This summer saw our mentoring program enjoying lots of activity, including a trip to Valley Fair and some back-to-school shopping which the girls loved. Our program provided each girl in the mentoring program \$75 toward her school shopping experience. Our chapter does not meet in July, but our August meeting was held at a local winery and we were fortunate to have wonderful weather that evening. Our September meeting featured Bethesda Health & Housing, an organization providing a continuum of care to our senior population. They will soon open a wellness center to further round out the long list of services they provide. In October, we will hold our annual banquet where we recognize our Woman of the Year and Employer of the Year. Our keynote speaker for this event is Mike Kutzke whose topic is, "Who's Taking Care of You?" - particularly pertinent as many of our members and their friends find themselves a part of the sandwich generation, caring for both children and aging parents or other relatives. The silent auction held at that event is a great fundraiser which helps our organization continue both service and networking programs.

Remember WHEN?



1920 Minnesota Federation organized

1928 First observance of National Business Women's Week


1938 Minnesota Divides into Districts

1968 Legislative Task Force launched for Equal Pay Bill

1970 First State Legislative Conference Held

1973 Minnesota Ratifies ERA

Now, in 1975, with women everywhere, Minnesota BPW members are commemorating International Women's Year with the theme, "A Woman's Place Is in the World."




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MINNESOTA BUSINESS WOMAN

VOLUME 42, NO. 2
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Above is the front page from the fall issue of the 1975-1976 year Minnesota Business Woman. In government, new beginnings can happen with every election. Don't forget to vote on November 2nd.



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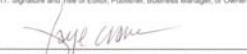
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There's always a lot to be thankful for if you take time to look for it. For example I am sitting here thinking how nice it is that wrinkles don't hurt.

Did you ever notice: When you put the two words 'The' and 'IRS' together, it spells 'Theirs'?

Aging: Eventually you will reach a point when you stop lying about your age and start bragging about it.

The older we get, the fewer things seem worth waiting in line for.

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PS Form 3526, September 2007 (Page 2 of 3)		

Women Candidate Development Coalition

Dear WCDC Board Members,

Some thoughts on the Primary: It was very difficult for many of us to switch emotions from the euphoria of Margaret's historic endorsement for Governor by the DFL to the disappointment of voters placing her second in August.

I did an unofficial county by county check of the Primary votes for Governor. The press left the impression that Dayton won because of his strength in the 8th Cong. District. The reality: Dayton was first in 70 of MN's 87 counties! Margaret won in 15, but 5 were in the Metropolitan area. She prevailed in just 10 Greater Minnesota counties. Further, in many of the 69 Greater Minnesota counties Dayton won, he led by 8-10 percentage points. On the other hand, Margaret's first-place finish in the ten Greater Minnesota counties she won was often by just 1-2 percentage points. This is not meant in any way as a criticism of Margaret's campaign, but rather as a wake up call for those politically active Metropolitan women, especially leaders of organizations, who have difficulty understanding just how difficult it is for women to win office in Greater Minnesota -- especially for county commission.

We have made gains in electing Greater Minnesota women to the legislature, but they become one of 201 policy makers. County commissioners, importantly, are one of only five decision makers. Citizens in Greater Minnesota have been very reluctant to grant women that much political power. Of course, the underlying message is that men, but not women, are best prepared -- literally by their gender -- to be leaders. We desperately need a cultural change in Greater Minnesota. It's happening, but much too slowly. Sexism is powerful. Men understand what is at risk for them -- their loss of political power and the profound benefits that power provides.

Shirley Nelson
Executive Director
Women Candidate Development Coalition

Distressed & Heartened

Linda Laitala, 1991-1992 Past State President

Last weekend was the Minnesota Business Women's Fall meeting. Many arrived on Friday evening and took advantage of all the amenities Grand Casino had to offer while others drifted up to the hospitality suite and spent the evening visiting with old friends.

My own club, Dala Business Women hosted the event and did an outstanding job of providing food, beverages and gracious members to staff the hospitality room.

Throughout the business meeting my feelings vacillated between distressed and heartened.

I was distressed that nearly half the attendees were past state presidents.

But I was heartened by the interest and enthusiasm of the younger members.

I was distressed that a large portion of the meeting was spent covering the revised handbook and discussing financial reports.

But I was heartened that some members cared enough about the organization to spend hours and hours and hours refining the handbook and reviewing financial reports.

I was distressed that such a short time was set aside for speakers.

But I was heartened by the quality of the speaker and the energy she brought to the room.

I was distressed that not every local was represented.

But I was heartened by the ones who did show up to share their time and talents with us.


Finally (and I apologize to those of you who feel it must be done this way), I was distressed that the business meeting was the same old information, shared in the same old order. We are in the 21st century, yet our meetings haven't changed appreciably in 30 years.

Food for thought.

~~~~~

*A nursery school teacher was delivering a station wagon full of kids home one day when a fire truck zoomed past. Sitting in the front seat of the fire truck was a Dalmatian dog. The children started discussing the dog's duties.*

*"They use him to keep crowds back," said one youngster. "No," said another, "he's just for good luck." A third child brought the argument to a close. "They use the dogs," she said firmly, "to find the fire hydrant."*



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## Working Women Need Paid Sick Days

### FACT SHEET

More than a third (37 percent) of working women—more than 13 million—in businesses with 15 or more employees are not able to take a paid sick day when they or a family member are ill.

- Low-wage workers—the majority of whom are women—are less likely to have paid sick days. Two-thirds of low income workers making \$10.63 per hour or less don't have access to paid sick time.
- The industries that are often women-dominated are among the least likely to offer paid sick days. For example, nearly three-quarters of child care workers (72 percent) and food service workers (73 percent) lack access to paid sick time.<sup>1</sup>

Working women are more likely to have significant family care giving responsibilities, including caring for elderly parents, children or ill partners and spouses. As a result, women are left with no choice but to forego pay in order to meet their family's health care responsibilities.

- Two-thirds (64 percent) of mothers work outside the home, and women's earnings make up a substantial share of family income.<sup>2</sup> And, 76 percent of African American women, 67 percent of Asian American women and 61 percent of Latinas with children under 18 are in the labor force.<sup>3</sup>
- One in three working women report that they provide care for an elderly relative, for persons with disabilities or for special needs children.<sup>4</sup>
- Four in five mothers (80 percent) are primarily responsible for selecting their.<sup>5</sup>

Women often lose pay or risk losing their jobs to care for a sick child, and low-wage working women are the most likely to suffer financially.

- Half of working mothers miss work when their child gets sick. And of these mothers, half do not get paid when they take this time off. Among low-income working mothers, two in three report losing pay.<sup>6</sup>
- One in eight women (13 percent) and one in five women with children (20 percent) reported that they or a family member had been fired or disciplined by an employer for taking time off to cope with an illness or care for a sick child or family member.<sup>7</sup>

Working women need a basic workplace standard of paid sick days so they don't have to choose between keeping their job and caring for a sick child or an ailing family member.

- Currently, no state or federal law guarantees paid sick days. San Francisco, Washington, DC, and Milwaukee have already passed laws guaranteeing paid sick days to workers in their cities. However, illness—and especially pandemics like the H1N1 flu—doesn't have geographic boundaries. We need a national paid sick days standard to protect all working people.
- The Healthy Families Act (H.R. 2460/S. 1152) would enable workers to earn up to seven paid sick days a year to recover from short-term illness, to care for a sick family member and to seek routine medical care.

<sup>1</sup> Joint Economic Committee, *Expanding Access to Paid Sick Leave: The Impact of the Healthy Families Act on America's Workers*, March 2010.

<sup>2</sup> Heather Boushey and Ann O'Leary, eds. *The Shriver Report: a Woman's Nation Changes Everything*. 2009.

<sup>3</sup> Women in the Labor Force: A Databook (2007 Edition), www.bls.gov/cps/wlf-databook2007.htm.

<sup>4</sup> Jody Heymann, *The Widening Gap: Why America's Working Families Are in Jeopardy—and What Can Be Done About It*, Basic Books, 2000.

<sup>5</sup> Kaiser Family Foundation, *Women and Health Care: A National Profile*, 2005, as cited in Institute for Women's Policy Research. "Women and Paid Sick Days: Crucial for Family Well-Being." 2007.

<sup>6</sup> Institute for Women's Policy Research. "Women and Paid Sick Days: Crucial for Family Well-Being." 2007, www.iwpr.org/pdf/B254\_paysickdaysFS.pdf.

<sup>7</sup> Lake Research Partners telephone survey of 1,200 likely voters nationwide (2.8% margin of error), conducted June 20 - 27, 2007.

For more information on paid sick days, visit [www.paysickdays.org](http://www.paysickdays.org).

The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).

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## Calendar

2010

Oct. 18-22 . . . National Business Women's Week  
December 29 . . . . . Winter MBW deadline

2011

March 2 . . . . . Spring MBW deadline  
April 22 . . . Convention Packet Report deadline  
April 12 . . . . . Equal Pay Day  
April or May . . . . . Annual Meeting  
July 2011 . . . . . Women's Professional  
Empowerment Alliance

### MINNESOTA BUSINESS WOMAN

- **ADVERTISING:** *Minnesota Business Woman*, the official publication of Minnesota Business Women is published four times each year (August, October, January, and March). Ads are welcome, but *Minnesota Business Woman* reserves the right to refuse advertising that does not meet the standards of the organization and this magazine. For ad rates, contact the editor.
- **ARTICLES & PHOTOS:** Submissions for the *Minnesota Business Woman* are welcome from both local organizations and individual members.
- **Articles** are subject to editing for space availability, clarity, etc.
- **Photos** are appreciated. High resolution digital photos are preferred, but regular photos may also be submitted by postal mail.
- Contact: Faye Crane or Paula Hritz-Nobs, editors, e-mail preferred: [prestoprint@qwestoffice.net](mailto:prestoprint@qwestoffice.net) • PO Box 404, Grand Rapids, MN 55744, Phone: 218-326-6200, Fax: 218-326-2258
- **NEXT DEADLINES:** Dec. 29 for Winter 2011, and March 2 for Spring 2011.

## Paid Sick Days

Kate S.H. Malmon, Legislation Chair

As Minnesotans, we understand how quickly the flu can spread through an office. It happens every year. That one person comes to work with the sniffles, and soon everyone else is sick. The Centers for Disease Control states that the best way to prevent the spread of the flu is to stay home and limit contact with others.

According to the US Bureau of Labor Statistics, 45% of Minnesota workers cannot take time off from work to care for either their own health or the health of their family members. This inability to take a sick day forces workers to choose between their paychecks or their family's health.

Women disproportionately bear the responsibility for taking care of their family. According to the BPW Foundation half of mothers report having had to miss work to take care of a sick child, and half of them forfeited their salaries to do so.

The Minnesota Healthy Families, Healthy Workplaces Act, S.F. 461, would ensure that all working Minnesotans could address their own health needs and the health needs of their families. At the Federal level, the Healthy Families Act would ensure that employees could take time off to take care of their loved ones. Minnesota Congressional representatives Walz, Ellison, McCollum, and Oberstar have signed on as sponsors of this bill.

To learn more about Paid Sick Days in Minnesota visit [www.paidicksickdaysmn.com](http://www.paidicksickdaysmn.com). You can learn about efforts at the national level by visiting [www.paidicksickdays.com](http://www.paidicksickdays.com) or [www.iwpr.org](http://www.iwpr.org).



*MBW president Joy Reinhart accepts a check for educational programs from Minnesota Business and Professional Women's Foundation president Anne Andreasen at the fall meeting.*



*Past state president Judy Berry passes on her pin to Patty Tanji, the state's newest past state president.*