



# ICSEW

GOVERNOR'S INTERAGENCY COMMITTEE  
OF STATE EMPLOYED WOMEN

*"To better the lives of state employed women"*

**GENERAL MEMBERSHIP MEETING MINUTES**  
**DSHS/DDD Building #2, 6860 Capitol Blvd SE**  
**3<sup>rd</sup> Floor Conference Room**  
**September 16, 2008**  
**8:00 am – 4:30 pm**

**8:00 – 8:30am Registration and Networking**

**8:30 – 8:45am Amilee Wilson, Chair, Welcome and Announcements:**

- Reviewed agenda.
- Clip-boards for committee sign-up are in the back of the room.
- Members who wish may order lunch in and network at that time. Tammy Risner, Communications Chair, explained ordering.
- Housekeeping information shared.
- Introduction of new members:
  - Kelly Boston, DSHS/DVR
  - Darla Mann, DIS
  - Darla Bauknecht, EWU Westside
  - Leesa Gilbertson, HCA
- New members and anyone without a Membership Packet should mark this next to their names on the sign-in roster.

**8:45 – 9:00am Joan Kathy, YWCA Director**

- YWCA has gotten much support from state-employed women in its 63 years in downtown Olympia. On the corner of Union and Franklin, in 100-year-old house, recently painted red and white. Next door is the Friendship Hall, where Other Bank is held.
- Many women in this area have been leaders, including ICSEW member Sheila Ichita (former YWCA board member).
- Olympia YWCA started in 1945 with 10 women, to find needs of women, kids, men, and care for those needs. The group decided, "We are not going to build a kingdom unto ourselves." In other words, they would birth programs, develop them until they were healthy, and then let them spin off. The YWCA started Safeplace, Crisis Center, and Refugee Center
- "Other Bank": Collects and distributes personal hygiene supplies and household cleaning supplies
  - Folks can't buy these items with food stamps
  - Other Bank always run out of liquid dish soap first – versatile (bathing, mopping, etc.). They also accept baby items and

- bulk items. They appreciate that Susie LaPalm with the Professional Development Committee will coordinate an ICSEW toiletries drive in the near future. They are also part of Combined Fund Drive. They can pick up items if needed.
- On track this year to serve > 17,000 folks. Half of folks they serve are under age 13. Distribute almost a half million dollars of supplies, bought with budget (up to \$250,000 (if lucky) and donations. Impacting multiple areas of society (housing, education, employment, dignity, health). Allow recipients to use Other Bank six times a year, plus two free yearly visits (July and December).
  - Girls Without Limits program (for girls ages 9-14): Currently offered in four schools in Olympia area. They target this age because studies and statistics show girls drop in certain areas during this age. All of their programs are academic. They want to write more grants as there is a big interest in expanding these programs to more schools.
  - They always have volunteer opportunities – for example, repackaging donated items to serve as many folks as possible; mentoring girls through Girls Without Limits program.
  - At all functions, they end by singing a song that Joan describes as “Transforming, resurrecting lines. This is what the Y is about.” It’s called *Don’t let anyone ever tell you:*

*Don’t let anyone ever tell you you are anything less than beautiful.*

*Don’t let anyone ever tell you you are less than whole.*

*How could anyone fail to notice that your loving is a miracle?*

*How deeply you’re connected to my soul.*

**9:00am**

**Amilee, Announcements:**

- Susie LaPalm will send out an announcement about ICSEW Toiletries Drive for Other Bank.
- Remember to:
  - Sign roster on the break
  - Write any needs by your name
  - Sign up for networking lunch if you wish
  - Sign cards at Membership Table (thank you’s and get well)
- Want to make a suggestion to have a certain guest speaker at a General Membership meeting? Let Amilee or Vice Chair Karen DeWitt know (their contact information is on the Web page).

**9:00 – 9:15am**

**Amilee, Ice Breaker**

**9:15 – 9:55am**

**Heidi Auderer, GET Operations Manager, Higher Education Coordinating Board, Guaranteed Education Tuition (GET) Program**

- This is a 529 program started by the state in 1997, one of 13 plans nationwide offering a pre-paid option. Fastest growing 529 program in the nation. Used by over 9,000 students to go to school in almost every state and some foreign study program.

- You buy at today's prices (with post-tax dollars) "units" (**not** the same as college credits) to use when the student goes to school, when units are worth more. No tax on gains.
- 100 GET units equal the cost of one year of academic tuition at the highest-priced Washington state school (currently WSU, about \$6,700). Students may use at less-costly schools where units go farther, or more-costly schools with other payment methods. State schools may raise costs each year up to 7%.
- May be used at any school that participates in federal financial aid (or has a FAFSA code), including state or private colleges and universities, trade school, grad school, etc. A parental asset, so student doesn't get "dinged" by the FAFSA for having GET. To see whether specific schools accept it, go to [www.fafsa.ed.gov](http://www.fafsa.ed.gov) under the School Code Look-Up.
- Two GET plans:
  - "Lump Sum" (or pay as you go): Buy units when you like, up to 500 per student. Current unit cost is \$76/unit.
  - "Custom Monthly Plan" (or scheduled monthly payment): Lock in a payment amount, based on when you join and when you anticipate student will go to school. You must also pay a 7.5% finance fee with this option.
- GET has provisions for students who get scholarships, or who don't go to school, or defer school.
- Yearly open enrollment is Sept. 15 – Mar. 31. Folks may buy up to 500 units. Either buyer or student must be a Washington resident at enrollment. \$50 enrollment fee with a lifetime max \$100. Unit costs often go up in May and sometimes September.
- Recommend most helpful for students up to 9<sup>th</sup> grade, as money has to remain in GET for at least two years before it can be used. You can also open a GET account for children you plan to have in the future, or for yourself if you plan to go to school in the future. Non-profits (i.e. YWCA, Boys & Girls Clubs, etc.) can buy up to 5000 units to donate or award to beneficiaries.

**9:55 – 10:10am      Break**

**10:10 – 10:40am      Peter Bogdanoff, Governor's Office, Governor's Update**

- Disclaimer: He's with the Governor's policy staff; they're non-political so he can't provide an update on her re-election campaign. His shop reviews agency-request legislation, to ensure it meets the Governor's priorities and goals.
- Governor's priorities for 2009 legislative session stay the same:
  - Education: She's looking at a potential Kindergarten readiness program, and ways to expand opportunities in early learning. Also authorized a study (results due in December) on getting stable funding for K-12: some lawsuits in this area as many school districts and education groups think current funding mechanism doesn't match requirements schools must meet.

- Job Creation: Obviously there are many problems nationwide on Wall Street and with unemployment. While these impact our state, Washington's rates of unemployment, job creation, and mortgage foreclosure are better than in other states. This is in part due to the nature of our economy and its dependence on trade.
- Health Care: The Governor wants all kids covered by 2010, and then will move on to other uninsured folks in the state. She believes this will need both state and federal changes, and sees national reform as the long-term solution.
- Other areas of the Governor's interest:
  - Budget: Many issues this year, including the travel freeze and hiring freeze. The Governor is adjusting for revenue decreases and working to maintain an \$800 million surplus. State House and Senate must agree on budget before it goes to Governor (expect hers in December). Unlike federal government, our state can't run a deficit.
  - Environment: Puget Sound clean-up
  - Worker safety
- Other topics likely to be raised in 2009 Legislative Session:
  - Mental Health / Civil Commitment, due to event in Alger
  - Dementia and aging adult care, due to aging population
  - Hanford clean-up
  - Transportation
- Responses to questions from General Membership:
  - 4/10 hour days in pilot stage for six months at certain agencies to determine impacts on families, kids, and clients.
  - He's unsure what work is happening at the state level in response to federal Fair Pay cases.
  - The Governor's office is exploring options to expand Wellness Programs, sometime next year.
  - The Governor appreciates Insurance Commissioner Mike Kreidler's work developing his Guaranteed Health Benefit Plan, and looks forward to its consideration during the Citizen's Work Group process outlined in SB6333. Her expectation is that any proposal will address cost containment and quality care issues, in addition to financing.

**10:40 – 11:25am    Katie Blinn, Office of the Secretary of State, Your Vote, It Counts**

- Case law affects why we have the Primary Election system we do (the "Top Two Primary" system).
- In traditional primaries, political parties nominate one candidate in each race to the General Election.
- In 1935, Washington State Grange proposed a "Blanket Primary," where voters did not have to commit to a party to vote in the Primary. Overturned in U.S. Supreme Court in 2003, as a violation of the parties' freedom of association (the political parties may choose who will represent them in the community).

- For 2004 Primary, Legislature approved a “Pick-A-Party” system, where voters had to commit to a party, and could vote only for that party’s candidates. Voters did not like this system.
- Washington State Grange proposed a “Top Two Primary” in 2004, and the voters passed it by almost 60%. Under this:
  - Voters don’t have to pick a party
  - Voters may vote for any candidate
  - Top two candidates advance to the General Election, regardless of party preference. In some counties, top two candidates may prefer the same political party.
  - Ballots list candidates’ names, and then “(Prefers \_\_\_\_\_ Party),” as parties might not endorse candidates.
- Lawsuits are underway over the new Primary system. More information is on [www.vote.wa.gov](http://www.vote.wa.gov).
- Deadline to register to vote in the upcoming election is October 4. You will need either a Washington State driver’s license or state ID card, and may register online or on paper.
  - To register on line, go to [www.vote.wa.gov](http://www.vote.wa.gov). This Web site also includes My Vote, where you can check information about your registration, candidates, voting history (which elections, not whom you voted for), and elected officials.
  - To register by paper, go to your local county auditor. Also go here for moves outside your county, provisional ballots, and finding out if your provisional ballot counted.
  - If you miss the deadline but are registered in another county, you may still vote in your previous county. Any county auditor must give you a provisional ballot for your old county.
- Responses to questions from General Membership:
  - Online voting: Will likely happen in the future but still a lot of planning needed, and some anxiety in the general population over this. They will ask for authority in 2009 for military personnel and overseas voters to be able to do this.
  - State law allows candidates to say negative things about each other (free speech), but not things that are wrong.
  - Individuals and groups (i.e. political action committees) have limits on what they may donate to campaigns. Candidates have none and federal attempts to impose limits have failed.
- Send your mail-in ballot early, don’t wait until 8:00 pm on Election Day or you may miss your last mail pick-up. If you still have your ballot in your hand on Election Day, go to a ballot drop box or bring to your county auditor’s office, or put in the mail before the last scheduled pick-up time.

**11:25 – 12:00pm Committee Reports**

**Take our Daughters and Sons to Work® Day**  
**Chair: Roberta Carpenter, Gambling Commission**

- Asked for members. Committee is good for folks with party or planning experience (or who want this experience).

- They do one event per year. It will likely be the fourth Thursday in April, (April 23, 2009).
- She's new to role but will be meeting with her team later today.

### **Legislative Ad Hoc Committee**

**Chair: Andrea Harker, Labor and Industries**

- She's also new to this role. She will meet with the Governor's office to find out more about how to work with them.
- She got new members through the listserv (eight or nine so far).
- She encourages anyone with interest or legislative skills, or folks wanting to develop those, to join. This is also an opportunity to shape the role of ICSEW
- She set up Web page for the Legislative Committee, linking to a legislation tracking tool to track individual bills. She's not sure to what extent we will use that tool with ICSEW. She will post updates there as well as general information on the process.

### **History Committee**

**Chair: Teresa Glidden, Office of Secretary of State**

- She has three members so far, and needs more.
- They will put together a traveling display on ICSEW and its role and history, to take to fairs (i.e. diversity fair, health fair, etc.).
- They will also put together a display on women's suffrage, an issue near and dear to Teresa's heart. Women went through significant challenges (including physical abuse) to get the vote. This is a very important issue and Teresa hopes women can appreciate the value we contribute as voters.
- She will put something on the History page on the Web soon.
- She welcomes any graphic design or creativity experience. Budget will be determined.

### **Professional Development Committee**

**Chair: Meagan Macvie, Department of Personnel**

- Co-chair is Kim Hardeman.
- This committee promotes development of women professionally and personally, through network, training, support, etc.
- They do a clothing drive every year to support The Wardrobe (feeder for YWCA and Workfirst programs). The Wardrobe supports men and women looking to move to more professional careers. They will announce more in January.
- Member Susie LaPalm will coordinate an upcoming toiletries drive to benefit the YWCA's Other Bank.
- They also want to sponsor the January General Membership meeting as a time to invite other staff from your agencies (maybe younger women, women new to the state, or women who would benefit from ICSEW). They are looking to put together a great January agenda. They may need larger facility.

- Today: They will facilitate a networking activity after lunch.
- They always have room for more members.

### **Health and Wellness Committee**

**Chair: Kris Reichl, Department of Health**

- Co-chair is Kristi Aravena.
- They met last month and started talking about their business plan and focus for this year: They want to have more awareness of Centers for Disease Control months (i.e. breast health month, domestic violence awareness month, etc.).
- Kristi will talk about Governor's Health Bowl at 1:00.
- They also want to promote greater use of prevention benefits through personal insurance plans.
- They are working on planning a women's health fair. It will take place on May 13, 2009 (which falls on Women's Health Day). They are working on getting a proclamation out to the Governor's office. They will also work with other agencies to sponsor this event. They have secured the L&I building.
- They also discussed how they can work with the Legislative Committee, and think there are many opportunities to partner.
- Their group is shrinking – many past members have gotten a lot of opportunities to grow and have moved on to other things, including being chairs of other committees.
- This is a great committee to build friendships while working, and be with other like-minded women who are very passionate about these issues. It's an easy topic to come together on.

### **Communications Committee**

**Chair: Tammy Risner, State Treasurer's Office**

- They produce the *InterAct Newsletter*.
- Current members include: Teresa Glidden (Webmaster); Tiffany LeMoine (chief editor); Roberta Carpenter (editor and Web back-up), Pat Carlson (editor), Teresa Reno (editor)
- Drafts for the Fall Edition are due September 30 to Tiffany.
- They maintain the ICSEW Web page, and work with other committees to get articles and Web content. If the Web needs updates, have chairs get in touch with Teresa. Teresa worked with the Legislative Committee on the Web pages, and put the slide show from July's Transition Meeting on the Web.
- Tiffany: There are guidelines for article-writing posted on the Web. They want everyone to contribute articles, and resources are available for the features listed below. Guidelines include questions you can ask as you research and draft your article. She will also send a link to resources through the listserv. All drafts of articles come through her first, and then she will route through the committee. Guidelines are for these areas:
  - Women who Make a Difference

- Agency in the Spotlight
- What Matters to You
- Web page resource – to ensure we’re maximizing our space
- Teresa encourages everyone to write an article – even if you don’t feel talented, give Tiffany an outline and the editors will flesh it out. Collaboration is also okay.

**Membership Committee**

**Co-Chair: Dena Nelson, Department of Fish and Wildlife**

- Sharon Edwards (Chair) is out today.
- They do membership and get sign-in sheets, tents, etc. for General Membership meetings.
- They help Amilee with agenda items.
- Not a big time commitment. A lot of fun – you meet everyone.

**Conference Committee**

**Chair: Genevieve (Gen) O’Sullivan, Washington State Auditor’s Office**

- They get to work with every committee, as it takes everyone’s help to put on the biennial conference.
- Next conference’s tentative dates are: May 17-19, 2010.
- No location has been obtained yet; they are getting proposals.
- There’s a hot-pink clipboard in the back of the room to sign up.
- Gen has done conference planning before and can answer questions, but it takes a group to put on something this size.
- She will also be asking for more help as the dates get closer.
- She is planning to have vice-chairs to head up different areas, because of the amount of work there will need to be done.
- Amilee shared that the 2010 conference will likely be in Pierce, Thurston, or King County, as 2/3 of 2008 attendees were from these areas. There may be issues regarding travel, reimbursement, etc. They will provide more information before deciding. They will not be choosing a location until the end of November.

**Education Committee**

**Wendy Cloutier, Department of Information Services, for**

**Chair: Michelle Lucero, Department of Agriculture**

- They send out notices of training through the listserv. They offer training in both Eastern and Western Washington.
- They always need help, based on how much time you have.
- She’s happy to answer questions.
- Amilee shared that training is open to all state employees (men and women), and we want to be sure to support this function.

**Executive Treasurer:**

**Kim Sauer, Liquor Control Board**

- ICSEW started initially with a \$50,000 donation.
- The Office of Financial Management holds and manages our funds. Kim processes paperwork so money can be paid out to vendors, and so funds we get are placed in the right account.
- Sources of ICSEW income include:
  - Training classes we offer (10% of class fees come to ICSEW). This brings in around \$50,000/year.
  - The biennial conference. For the one in May 2008, we made about \$16,000 in profit.
- She has no members since it's not a committee.
- Fund balances: At the end of July 2008, we had \$67,578.34. Expenses in August (related to maintaining the Web site and Membership Committee duties) were \$285.72. The balance at the end of August was \$67,292.62.

**12:00 – 1:00pm      Adjourn to lunch / sub-committee sign-ups / networking**

**1:00 – 1:05pm      Announcements:**

- Kristi Aravena, Health and Wellness Co-Chair: Governor's Health Bowl runs Sept. 18 – Nov. 1. You can sign up and join teams, including ICSEW's team. You may join as many teams as you want. Goal is for participants to log 7.9 million miles, which you can get for all health activities (including sleep, water intake, exercise, etc.). It's not just related to weight but there's also a weight section. She will answer any questions, and update everyone at the next meeting.
- Amilee: She's aware some folks still aren't getting all the information they need through the listserv. If you didn't get the e-mail with today's agenda, on the sign-in roster before the day ends, mark "listserv" by your name, and Amilee will fix it. Amilee coordinated with Wendy Cloutier of Department of Information Services, who is willing to help with listserv problems. Both membership chair and co-chair need Administrative access to listserv.

**1:05 – 1:40pm      Sub-Committee Meetings**

**1:40 – 2:45pm      Professional Development Committee Mentoring Activity**

- Meagan Macvie (Professional Development Committee Chair) explained the directions. Members may select one of five topics (listed below) and get in the group for that topic. The group will be a place for everyone to share challenges and hear what has worked for others. General notes from the conversations (not including specifics or personal information) will be sent to the *InterAct Newsletter* in an upcoming article. Topics include:
  - Promotional Opportunities
  - Work/Life Balance
  - Stress Management

- Flex Schedules
- Managing Conflict

**3:00 – 4:00pm      Judie Fortier, Regional Director, NOW, Lilly Ledbetter  
Fair Pay Act**

- NOW started in 1966, by women like Shirley Chism, Flo Kennedy, Eileen Hernandez, Bella Abzug, and other women in New York who wondered why not much was happening for women. Their initial meeting ended up being huge, a march and a rally. Judy joined in the early 1970s. She's very concerned about the position for women in Washington State.
- Title VII of the Civil Rights Act:
  - In the beginning, protected folks who worked at employers in the U.S. with more than 15 workers, from discrimination based on race, national origin and religion. In 1973, amended to include discrimination based on sex.
  - The Equal Opportunity Employment Commission (EEOC) is responsible for enforcing.
  - It has also been expanded since the 1970's to protect folks from discrimination based on disabilities and age. It does **not** provide protection from discrimination based on sexual orientation (although there are state laws protecting rights in Washington; enforced by the Human Rights Commission).
- What is the Lilly Ledbetter case?
  - Equitable pay for women (same pay as men doing the same job). Case law (based on thousands of cases) has shaped interpretation of Title VII over the past 35 years.
  - In the past, if a company was found to have discriminated against the worker, lost wages and benefits could be recouped for the entire length of employment.
  - Lilly's case: She's currently age 70. She went to work for Goodyear in 1970s, in Alabama, one of first women in the plant (in what was historically a man's job). She worked for 20 years. Before she retired in 1998, someone gave her an anonymous note saying she was paid less than male counterparts. She was shocked – she had always gotten good evaluations, had been promoted, and no one ever told her she was paid less than the men. She went to EEOC and filed a complaint, and also hired an attorney. A jury trial found that Goodyear had discriminated against her, and awarded her \$3.7 million in past wages and compensatory damages. On appeal, her award was reduced \$300,000. The U.S. Supreme Court this past year said in 5-4 decision (Justice Alito writing for majority, and Justice Ginsberg for the minority), that Lilly had no case based on pay because Title VII requires folks to file complaints within 180 days of the discriminatory act. In the past, it was interpreted that every paycheck at the lower rate was a new discriminatory act, but the court said Lilly should have filed within 180 days

from when she was first discriminated against. Some more information about this case is on the back table.

- Lilly initially filed this case as both an Equal Pay Act and Title VII Act case, but one of the judges along the way ruled it would be handled under Title VII only. It's unknown what outcome would have been if it had been sent up through the court system under the Equal Pay Act.
- Working for state government, our wages are published (although this doesn't mean discrimination doesn't exist). In private industry, folks are often told not to discuss their pay with colleagues, and some companies ask workers to sign statements agreeing not to discuss wages and not to sue the company. Our state has one of largest wage gaps between men and women in the nation (42<sup>nd</sup> out of 50). The disparity is even more striking for women of color in this state.
- Judy expects the Ledbetter ruling to affect every single civil rights law we have.
- What is being done to update Title VII?
  - Senate Bill 1843: Proposed letting any act of discrimination start the 180 days to file a complaint (re-establishes that each paycheck at a lower rate is another act of discrimination), but only allows benefits to be recouped for two years before filing the complaint. Judy is unsure whether the two-year limit came out of another case. This bill died on the Senate floor in April by three votes.
  - Senators Murray and Cantwell support this bill. Judy recommends giving them a call or sending them a note to express any support, interest, or concern. (Some group discussion that when expressing opinions to elected officials, it's okay to express support for recouping benefits all the way back to the start of the discrimination.)
  - After this happened, another new bill was introduced which is even weaker, and undermines the accrual part of bill.
- The impact in our state is still undetermined; there's no direction yet from EEOC. People are already nervous about filing these kinds of complaints because they don't want to lose their jobs.
- If bad treatment doesn't meet a protected category (i.e. race, gender, etc.), workers may have to find other avenues for recourse. For example, there is no law against bullying.

**4:00 – 4:30pm      Cindy Craig, Combined Fund Drive (CFD) Campaign Manager, Department of Personnel, 2008 CFD**

- CFD isn't about helping a small segment of population; it's about helping ordinary people just like ourselves.
- Benefits of giving through CFD include
  - Automatic withdrawal (easy).
  - Flexible (you can change recipients).
  - Makes you feel good to help your community.
  - You can tell other solicitors, "I gave at the office."

- Many, many charities are listed; something for everyone.
- There's an online system to search charities by key words and county, and to enroll or change donations.
- Provides consolidated payments so charities can plan.
- Your money goes further – CFD averages passing along approximately 100% of all gifts, and are looking at ways of reducing their administrative costs.
- You can easily find administrative costs of each charity. If they seem high, call charities and ask about them. Any group with costs under 35% is considered efficient.
- There is a process to add charities which aren't yet listed
- Staff in HRMS are pre-populated into online CFD system.
- Your donation may be anonymous if you wish.
- Charities are often able to use money further than in-kind donations (because of their relationships with distributors)
- Money is distributed based on specific donor wishes. If no donor wishes are expressed, they add donations to the general fund. General fund and interest are distributed to charities proportionate to other dollars charities have already received.
- Money distributed is through DOP. Charities are given donors' names and may send thank you notes (but don't have to).
- Fundraising ideas are on the volunteer section of the CFD Web site. There is a seven-page booklet. All additional ideas are welcome (please send them to her).
- ICSEW would like to hear success stories – how groups use that money. CFD collects these and they can share them. They also have statistics showing CFD is one of most successful employee giving programs in the nation.

**4:30 – 4:32pm**

**Amilee, Wrap-Up and Dismissal**