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Gateway to Equity Award

Mary Lou Green, Chairman of the Award Committee

The AAUW Gateway to Equity Award was given to Valley Against Sex Trafficking and received by **Heather Evans**, the co-founder. VAST is a Lehigh Valley-based coalition and non-profit determined to end human sex trafficking and the demand for it, using education, trauma-healing, and justice reforms. We commend Ms. Evans for her foresight in organizing this valuable coalition.

Photo Above: Mary Lou Green presents the Gateway to Equity Award to Heather Evans at the May 5 Luncheon

President's Message

Our May program was outstanding. **Peg Pennepacker** spoke about Title IX and how it impacts all areas of education not just sports. Everyone at the luncheon agreed that we need to get her back. We will try for next year. The Centennial Ballroom at the new Homewood Suites in Center Valley is a great venue.

Mary Lou Green, Gateway to Equity Chair, presented this year's award to **Heather Evans**, a co-founder of VAST. This organization was founded by a small group of women who saw a need to build awareness about sex trafficking. Never estimate the power of women (of course we know that, right?)!!

A special thank you to **Cathy Kane** for arranging a fundraiser with Dan Schantz Greenhouses. Coupons are included in this newsletter. Please copy and give to your family and friends. All proceeds will support AAUW Funds.

Congratulations to **Ginny Delph** on being named Outstanding Woman and to **Judy Trach** on receiving the Member Making a Difference Award. Ginny did a super job with membership this past year. We have 11 new members! Thank you, Ginny! Judy served on the merger committee and spent countless hours discussing the pros and cons of consolidation and helped plan the joint programs.

A huge THANK YOU to **Bonnie Keller** for 6 years as our *Allentonian* Editor. Bonnie, we are so grateful for your years of service in getting the news to our members. We wish you well.

I want to say thank you to you for your support in promoting equity for women and girls and for entrusting me to serve as your president.

As we close another AAUW year, I wish you all a wonderful summer. I look forward to seeing you on September 15th for our September breakfast. Ann Pehle, AAUW PA State President, will join us as we "Celebrate AAUW."

Susan



Susan Nensteil presenting the Outstanding Woman Award to **Ginny Delph**, our Membership Vice President.

New Branch Fundraiser!!!

Planting flowers? Starting your vegetable garden? Need topsoil or a new house plant? Buying flowering baskets or cut flowers? For all your garden needs, please consider going to Dan Schantz on Lehigh Street and use this coupon (see PDF attachment) when you check out. Every time you purchase \$10 or more, \$2 is contributed to our Branch. This is a year round fundraiser, so put the coupon in your wallet as it can be used over and over again. Share the coupons with your family, neighbors and friends. We are also considering a Fall Flower Sale of mums and a Christmas Poinsettia and/or wreath sale. All monies raised will go to AAUW Funds.

Our May 5 Luncheon & Branch Meeting on Title IX



Peg Pennepacker, Speaker at our Luncheon with her informative presentation on, “What is Title IX?”

Public Policy

Lesley Lojko, Public Policy Chair

By the time you read this the PA primary will have passed. It will be interesting to learn who the winners are for the 7th Congressional District, formerly the 15th, which is where most of us reside. You may also be aware that in November we will be voting for an interim replacement for Charlie Dent as well as the new representative to the US House from the 7th district. I will do my best to let you know how that will work on Election Day, November 6th.

Thank you to those who have contacted their state and US reps on issues that I have suggested. As I have suggested before, the best thing is to follow an issue and let your reps know how you feel. If you have lots of time on your hands, you can go on-line and key in PA General Assembly, wend your way to the Senate heading or House and key in a topic or bill number. One of the most recent bills that passed both House and Senate is SB 501/HB 2060 the one regarding Domestic Abuse Protections. You can read the bill in its entirety. There is a lot of other information about how Harrisburg works, very fascinating.

MSD Program for All Members

Member Service Database Available to Any Member

If you need names of new members to contact for participation in study groups, volunteer at book fair, serve on committees, invite to Let's Read Math or any other reason, you can find this information very easily.

1. Locate your AAUW membership number
2. Go to AAUW.org
3. Search area- type MSD can be found on TOOL BAR
4. From choices- select MSD
5. Enter MSD
6. Enter membership number
7. Select branch roster

This will give you a complete list of members and contact information and you can compare to yearbook to see who is new or if original contact information is in error.

Linda Robbins, Finance Officer, 610-264-4416 Lrob164832@aol.com

Let's Welcome Our New Members!

Joe Vincent, a retired doctor, holds an MD from the University of Philadelphia, and his wife **Emily Vincent**, who has a BS in Home Economics from Mansfield University, are both interested in helping with Book Corner, Public Policy and joining the Diversity and Deeds group.

Lynn Davis, a retired librarian, has a BA from Dickinson College and an MA in library science from Rutgers University. She is interested in joining the Recent Lit group.

Kathy Osmond, a retired Communications Director, has a BA from State University of New York at Genesco and is interested in eventually joining all three book groups, plus helping with Branch Communications.

Jacqueline Billy earned a BA from Kutztown University and an MA in Pastoral Counseling from Moravian Theological Seminary. She is a retired Clinical Therapist. Jacqui is interested in joining the Recent Lit group.

Trudi Egan has a BA from Cedar Crest and is currently employed as a project manager at Backstage Library Works. She would like to help with Get Out the Vote and Book Corner, and is interested in learning more about each book group and the Diversity and Deeds Group.

Rose Warner earned an Associate Degree from Northampton Community College. She is retired as a senior Website Designer/Manager, and is interested in joining Let's Read Math, Book Corner and Women's Lit.

Jane Maulfair earned a BA in Education and Journalism from Cedar Crest College, where she also taught. Her interests are Book Corner, Lit of Past and Present, and Women's Lit.

Pam Smith has a BA in Acting and Business from DeSales University and an advanced degree in Clinical Psychology from Chestnut Hill College. She is employed at Pinebrook Family Associates, and is interested in learning more about the Career Women and Diversity and Deeds groups.

Jill Hirt earned a BS from Penn State, MA degrees from Providence College and from Michigan State, and is a retired college administrator. She is interested in joining the Recent Lit and Diversity and Deeds groups.

Liza Blank is a recent graduate from Lafayette University with a BA in psychology and Spanish. She would like to help with Branch Programming, Book Corner, Public Policy, Membership and Dictionary Project. Interest groups she is interested in are Career Women and Diversity and Deeds.

Turning Point Donations

Once again because of your generosity, 4 pillows, 3 twin sheet sets, 7 gift cards and 27 all day bus passes were delivered to Turning Point of Lehigh Valley. They thanked us for our continuing support of their work.

Linda Roosa and Peggy Tyson

Branch Notes

Shh! It's a secret! Happy 90th Birthday to **Mary Crusius** on **July 2!** We are asking branch members to send 90th birthday wishes to Mary Crusius, by cards or email. She will be celebrating with her four children and their spouses and some of her grandchildren & great grandchildren on that day!

Her address is as follows: Mary Crusius, 21 North Old Orchard Apt. 213, St. Louis MO 63119.

Email: marygcrus@gmail.com

(She will be getting a special edited newsletter so she doesn't see this!)

Newsletter: Happy Summer! There is not usually a July or August issue produced. The next issue will be **September's issue** with a deadline of **August 15** with a new editor. I will be "retiring" as newsletter editor in June and our Branch is in search of a new editor (contact the President if interested). Thank you all! ---Bonnie Keller

Legal Advocacy Fund

Nancy Moffet, Legal Advocacy Chair

Case Update: Aileen Rizo's Equal Pay Victory Arrives Just in Time for Equal Pay Day

On April 9, 2018, the U.S. Court of Appeals for the Ninth Circuit reversed a decision from a smaller panel last year in *Rizo v. Fresno County Office of Education*, holding that prior salary alone as a “factor other than sex” or in combination with other factors cannot justify a pay differential. This case matters because basing pay on salary history can perpetuate the gender pay gap due to women being typically paid less in prior jobs than men in direct contrast with the intent of the Equal Pay Act (EPA) of 1963. This decision is a huge victory for employees within the jurisdiction of the Ninth Circuit. However, the fight for protections for all workers continues. Federal legislation like the Paycheck Fairness Act, currently pending in Congress, would ban the use of salary history nationwide and provide much-needed updates to strengthen the EPA. AAUW will continue to support Rizo through our legal case support program as her case moves through any further appeal.

Legal Advocacy in Action: AAUW Signs On to Three New Amicus Briefs

From the Brief:

“Discrimination on the basis of sexual orientation is sex discrimination under the plain meaning of the term, because sexual orientation turns on one’s sex in relation to the sex of one’s partner. Consideration of an employee’s sexual orientation therefore necessarily involves consideration of the employee’s sex.”

Horton v. Midwest Geriatric Management (MGM), LLC

The U.S. Court of Appeals for the Eighth Circuit will hear *Horton v. MGM*. This case will determine whether employers that discriminate against lesbian, gay, and bisexual employees are in violation of Title VII’s prohibition against discrimination “because of sex.” AAUW signed an amicus brief in support of plaintiff Mark Horton because we believe Title VII’s prohibition against sex discrimination protects all employees, including those who have been subjected to discrimination based on their sexual orientation. Horton is a gay man who was employed by one of the defendant’s competitors and was approached with a job prospect by the defendant. After completing a detailed assessment and interview process he was sent a written job offer on behalf of MGM. However, his start date was delayed due to difficulties in verifying his education. During the delay, Horton disclosed that he was gay, and his offer of employment was revoked soon thereafter. The case was originally filed in the U.S. District Court for the Eastern District of Missouri.

Lampley v. Missouri Commission on Human Rights

Similarly to the Horton brief, in *Lampley v. Missouri Commission on Human Rights*, the Missouri Supreme Court will consider a claim brought by Harold Lampley, a gay man who was harassed and subjected to discrimination “because of sex” by his employer, the State of Missouri, Department of Social Services Child Support Enforcement Division. Lampley alleges that his employer discriminated against him because his behavior and appearance contradicted “male” sex stereotypes and treated him differently than other employees who conformed to traditional male sex stereotypes. Lampley also claims that he was retaliated against in a performance evaluation due to his complaint. Summary judgment was granted in favor of the Missouri Commission on Human Rights and then, on appeal, reversed in favor of Lampley’s claim that sexual orientation is covered by the prohibition on sex discrimination. The Missouri Commission on Human Rights was instructed to issue right-to-sue letters, which are the procedural step necessary for Lampley to move forward with filing a suit challenging discriminatory behavior. The case is now being considered by the Missouri Supreme Court. Oral arguments took place on April 25.

Jock v. Sterling Jewelers

Jock v. Sterling Jewelers is a class action lawsuit concerning a group of women who are current and former employees of Sterling Jewelers. The U. S. Court of Appeals for the Second Circuit will determine if an agreement to arbitrate is binding on individuals who have not “opted in” or affirmatively agreed to arbitration proceedings. Although this challenge is technical with respect to the arbitration agreement, the underlying claims of the class of women challenges pervasive sex discrimination in pay and promotion opportunities under Title VII and the Equal Pay Act (EPA). AAUW signed on to an amicus brief in this case because equity in the workplace, which includes pay equity and access to leadership opportunities, is at the heart of our mission. Arbitration agreements were included in the class members’ employment contracts, so their claims were referred to arbitration in 2008.

Approximately 10,000 women opted in to the EPA class before the arbitrator decided that was unnecessary and established a class of 70,000 women impacted by sex discrimination in pay and promotion opportunities. In other words, the arbitrator said the “opt-in” was not necessary at the arbitration stage; however, the court said the arbitrator exceeded her authority. The practical ramifications of letting the current district court’s ruling stand would force the class representatives to contact all 70,000 women in the class and seek their affirmative agreement to participate in the arbitration of their claims. Arbitration agreements are increasingly common within employment contracts and often make it more difficult for women to have their day in court. Therefore, it is necessary to fight to remove barriers to systemic or class discrimination claims wherever we can in order to advance equity in the workplace.

Study/Interest Groups

Career Women’s Study Group

Thursday, June 21, 6:30 pm

Program: Annual Planning Dinner at Lehigh Country Club

Please RSVP to Ibi Balog at ibalog@verizon.net

Literature of the Past and Present

Leader: Annette Bonstedt (610-395-5974)

Book reviews will resume Thursday, September 20, 2018.

Check the September *Allentonian* for further information.

Recent Literature

Leader: Mary Lou Green (610-530-9124)

Thursday, June 14, 12:30 pm

Hostess: Sandra Lovett

Event: Lunch at Lehigh Country Club

Reviewer: Betty Baker

Please phone the hostess if you WILL attend!

Women’s Lit

Leader: Peggy Tyson (610-797-4199)

Monday, June 18, 7pm

Hostess: Jeanne Ring ph. 484-239-8604

Book: *The Question of a Missing Head* by E.T. Coppermen & J. Cohen

New members are welcome. Please call hostess if attending.

Monday, July 16, 7pm

Hostess: Cheryl Hausman ph.610-395-2777

Book: *A Piece of the World* by Christina Baker Kline

New members are welcome. Please call hostess if attending.

Wednesday, August 25, 7pm

Hostess: Linda Roosa ph. 610-966-1459

Two Books: *Hot Dogs and Hamburgers* by Rob Shindler and *Black Beauty* by Anna Sewell

New members are welcome. Please call hostess if attending.

HELP WANTED!

We are in need of a communications specialist who will handle the following:

Website * Publicity * Social Media * Newsletter

Please contact Susan if you know of anyone who might be interested.

A student or volunteer is welcome.

The Allentonian Please submit news and announcements to the Editor, c/o Bonnie Keller at the.baron@rcn.com
Deadline August 15 for the September issue, No issues in July & August
Allentown Branch Website: <http://allentown-pa.aauw.net>
Check the website for updated information and to read *The Allentonian* online.

Allentown Branch email address is: aauwallentown@yahoo.com

National Website: www.aauw.org State Website: www.aauw-pa.aauw.net AAUW Member helpline: 800-326-AAUW

AAUW MISSION STATEMENT



AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

AAUW DIVERSITY STATEMENT

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

AAUW LAF/EF

AAUW LEGAL ADVOCACY FUND provides funding and a support system for women seeking judicial redress for sexual discrimination.

<p>DAN SCHANTZ GREENHOUSE & CUT FLOWER OUTLET www.danschantzgreenhouse.com 610.797.2774</p> <p>2018</p>  <p>1 80922 00079 8</p> <p>AAUW ALLENTOWN BRANCH will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</p> <p>exp 12/25/18</p>	<p>DAN SCHANTZ GREENHOUSE & CUT FLOWER OUTLET www.danschantzgreenhouse.com 610.797.2774</p> <p>2018</p>  <p>1 80922 00079 8</p> <p>AAUW ALLENTOWN BRANCH will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</p> <p>exp 12/25/18</p>
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No paper necessary. Please download the free app on the Google Play Store or Apple App store.



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