



**Council on Gender Parity in Labor and Education  
Labor Education Center, Room 115  
May 13, 2014  
10:00a.m. to 12:00p.m.**

Center for Women and Work

Terri Boyer, Executive Director of the Center for Women and Work provided an update on a USDOL Regional Forum on Working Families that she recently attended, indicating both public and private solutions were offered during the event.

Angela Guy, Sr. VP of Diversity and Inclusion at L'Oreal presented on an "EDGE" (Economic Dividend for Gender Equality) Strategy being implemented at the company.

STEM Update

Staff provided an update on an SETC decision to contract with the Center for Women and Work to assist with the planning and implementation of the 2014 GPC STEM Summit. The contract is in final stages of execution.

Staff indicated seeking an Ethics Commission clearance to the GPC's ability to solicit funds from business, organized labor, etc. to offset the costs of food and books for the STEM event. LWD Ethics Liaison provided the necessary paperwork which was completed and forwarded back for approval on April 23, 2014. The decision is forthcoming.

The Council members then engaged in a discussion about charging for attendance at the STEM event, discussing timing, payment and collection. A member indicated that monies collected could pay for the food and books or even be utilized toward providing scholarships to female students wishing to study within a STEM career. A fee of \$25.00 was discussed.

## Welcome & Approval of Minutes

The Chair welcomed all members in attendance. A question was raised with regard to the modification request of the December 2013 minutes with regard to the historical background provided by Henry Plotkin. Staff indicated the minutes have been amended to reflect what was requested. Mr. Plotkin indicated he wanted more detail about his presentation. Staff requested, and the Chair agreed that Mr. Plotkin would provide a written addendum and this document would be attached to the minutes.

A motion to approve the minutes, with the addendum was made by Henry Plotkin and seconded by Andrea Karsian.

The Chair proceeded to report the intention of having a fall event on the topic of Pay Equity and the event would be sponsored with USDOL. A date in November is being sought. The Center for Women and Work asked if the pay equity event could be incorporated into the STEM event and the Chair indicated it could not, she preferred a separate event. She further indicated that the topic of Pay Equity could play a major role in the upcoming election and preferred the event be conducted close to Election Day.

## Budget

Staff informed the members that after seeking a response to a Council member question in regard to honorarium fees being allowable, the LWD CFO requested a budget for the GPC and STEM event. The SETC prepared a budget indication 43% was for staff support and 57% was for GPC events. GPC event line item would cover the costs involved with the Center for Women and Work contract.

A member asked in the GPC was a line item in the current budget for the upcoming Fiscal Year beginning July 1, 2014. Staff indicated they would research and e-mail members the response.

Council members engaged in a discussion about conducting research with some of the money allocated in the next fiscal year. Henry Plotkin recommended “women’s reentry into the labor market.” Dianne Hartshorn was indicating her firsthand business experience in how rates for administrative assistants have dropped from \$25 per hour to \$14 – and how all this relates to the “ALICE” report. Ginny Treacy raised the difference between increased numbers of workers vs. increased wages of workers.

The Chair felt this would be a good topic to be researched under the GPC umbrella. Henry Plotkin recommended providing the Heldrich Center with a number of questions they could research on behalf of the GPC. It was further recommended that an Ad-Hoc Committee be formed to explore possible subjects for this research. Henry Plotkin, Ginny Treacy, Dianne Hartshorn and Terry Boyer volunteered for the committee. Staff requested Tiffany Smith, LWD representative and research specialist, be included to ensure that the effort is not duplicative of ongoing LWD research and contracts for research. Ms. Smith agreed to participate.

Staff provided an update on an effort underway with the Regional Council of Carpenters focusing on recruitment and retention effort to increase the number of women apprentices.

#### GPC Update at SETC Commission Meeting

Andrea Karsian GPC and SETC Commission member has been engaged in ongoing communications with SETC Commission Chair Dennis Bone about the GPC. Chairman Bone has provided Andrea Karsian with time at the June 17<sup>th</sup> SETC Commission meeting to provide a GPC update.

Ms. Karsian indicated that she will be introducing Dianne Mill McKay to provide the update at the SETC Commission meeting in June. She will provide a where, why and barriers presentation which includes budget, standard operating procedures, membership and a historical perspective of the council.

GPC members will be copied on the SETC Commission announcement for the June meeting, to allow anyone interested the opportunity to attend.

The Chair requested the following:

- New business cards for herself as Chair of GPC
- Trifold document on GPC (5/6 years old – created by CWW when they were contracted to operate GPC for SETC) – be updated and reprinted
- Timeline document updated and reprinted
- GPC Reports produced in prior years placed back on the SETC website

Chair asked that the Ad-Hoc Committee that was established to identify 2014-2015 research topics having a working lunch at 12:30 to be held at On-The-Border, following the SETC Commission meeting on June 17<sup>th</sup>.

## **Attendance**

### **YES**

Terri Boyer  
Glenda Gracia-Rivera  
Dianne Hartshorn  
Andrea Karsian  
Dianne Mills McKay  
Maureen O'Brien-Murphy  
Henry Plotkin  
Sondra Sen  
Tiffany Smith  
Virginia Treacy

### **NO**

Christine Amalfe  
Dawn Apgar  
Marie Barry  
Michele Boronkas  
Laurel Brennan  
Dianne Ciesla  
Betsy Garlatti  
Neale Godfrey  
Jackie Sanchez-Perez  
Robert Wise