



Graduate Gazette

2019-2020

April Issue 3

Who Are We?

- **Mission:** *To advance gender equity for women and girls through research, education, and advocacy.*
- **Diversity:** *In principle and practice AAUW values and seeks a diverse membership. There shall be no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class*
- **Vision Statement:** *Equity for all.*

Check Inside

- **Budgets**
(see attachment)
- **Nominees**
- **Equal Pay Day**

President's Message Jackie Littleton

I have the dubious distinction of being the only person to serve as president of the AAUW Tyler branch during a pandemic. (The branch wasn't formed until 1931 so we missed the Influenza Pandemic of 1917.) I would have been content to avoid this "honor."

So far, AAUW Tyler has only faced minor inconveniences. In fact, some of us haven't missed the obligation of so many meetings. We

are well-stocked with toilet paper. We're keeping in touch via phone calls, texts, and other social media. We're keeping grocery stores and drive-through restaurants in business. But that brings us to a more serious issue: women's economic concerns.

Historically, women will be more drastically impacted by the virus's accompanying economic challenges. As our CEO, Kim-

berly Churches, said in a recent communication: *Our mission to advance equity won't change; we'll just adapt how we get there. Our work has never been more relevant. AAUW's research shows that women stand to lose the most when* (continued on page 3)



Annual Meeting to be Virtual, Please Participate

Two very important actions are required by our Tyler bylaws: the approval of budgets for the Branch and the Fund, and election of officers for the 2020-2021 branch

year. Traditionally, we meet our scholarship winners at a luncheon prior to the Annual Meeting. Because of the current social-distancing advice, the Annual Meeting will

not be held as planned. On the following pages, you may read the budget, examine the slate of officers presented and nominate "from the floor", preparing to vote later.

Branch and Fund Budgets

There are not too many changes or variances on the Tyler Branch budget for the coming year. Projected membership is based on this year's numbers.

On the AAUW Tyler Fund budget, the Finance Committee made two changes:

1. Removal of "Phantom Event" revenue
2. Expenses exceed anticipated revenue by \$2,310

In the past, we've counted on our members participating through the Phantom event to help us show a break even operating income. The AAUW Tyler Fund currently has over \$34,000 in our bank account. This amount has increased by \$5000 in the last few years.

The budgeted loss would come out of operating cash instead of asking our members for an extra donation.

Diane Kavanaugh

Finance Chair

*Vote Electronically for
Budgets & 2020-2021 Officers
April 25*

2020-2021 Officer Nominees

The 2020 Nominating Committee, chaired by Jeanelle Maland, has submitted the following slates of officers for the Tyler Branch and Tyler Fund 2020-2021 Boards:

Tyler Branch Board

President, Sheila Austin

President-Elect, Vanessa Bostick

Program VP, Verle Ellis

Membership, Andie Rathbone

Secretary, Susan Garrison

Treasurer, Diane Kavanaugh

Tyler Fund Board

President, Jackie Littleton

Treasurer, Diane Kavanaugh

Members: Kaye Berry, Sandy Houston,

Sue Lander, Jeannlle Maland,

Andie Rathbone

Nominations "from the floor" will be accepted electronically until April 15. Send your nomination/s (with the nominee's written permission) to Jackie Littleton, jackielit@hotmail.com prior to that date.



The Equi-Tea in Photos

- UT Tyler Student Margo Moore admires an AAUW display created by Jeannie Henderson. An AAUW Texas grant allowed us to invite students to be our guests.
- President-Elect Sheila Austin sported her yellow finery and stumped most of us with a Suffrage Trivia contest.
- DebiSu Yelverton and Shelley Hamilton were “amazed” they won the beautiful quilt Jan Copas donated to honor Susan B. Anthony.

President’s Message continued from page one

financial disruptions hit, since they have more debt, lower pay and less retirement savings than men. We’re all in this together. And together, we can make a difference.

Most immediately, that has meant urging our representatives

to support paid sick leave for public health emergencies. On the home front, it means simple things like remembering to leave a tip when you buy that fast-food meal. Continuing to pay your housekeeper even when she can’t come because there’s no

one to keep her kids. Increasing your contributions to PATH. Not hoarding or buying things you don’t need that others might. And, of course, washing your hands.

Jackie



This year's Phantom Fundraiser will be a phantom, it won't happen.

An AAUW husband once told his wife he would pay \$500 not to go to the Gala we used to have prior to the Holiday Home Tour. Thus was born the Phantom Fundraiser. Through the years we've had a Phantom of the Opera Ball, to which you were not invited. A Phantom Carnival Ball, to which you were not invited, and even a Phantom Motorcycle Rally, to which you were not invited. And so on for the past 16 years. We've averaged about \$2500 per year, so why stop now?

The Finance Committee recommended to the Board that excess funds in the AAUW Tyler Fund account be used to offset the anticipated \$2,310 deficit in the proposed operating budget. So what looks like a deficit budget, really isn't. We will be able to cover our operating expenses without having to ask members to send money to NOT attend a Phantom event this year.

The Board has approved the budget and your vote of approval will be invited during our "virtual" Annual Meeting (that will be this year's phantom!) See attached document for the proposed budgets for the Branch and the Fund.

Equal Pay Day...A Conversation

Equal Pay Day for all women is March 31 this year, and we were planning a discussion over dinner at Javi's Restaurant. Since that's one of the many events cancelled in March, let's have the discussion virtually.

I tip for good service, so I never put the tip on my credit card.

I don't tip at all because I refuse to subsidize the salaries of service workers.

How do I know who actually gets the tip I leave.

I hate tip jars!

Did anything ring a bell?

Let's consider a few facts gleaned from Google, AAUW's website, and interviews with a few local restaurants.

The Federal minimum wage is \$7.25 per hour. Put in more concrete terms, if you're making minimum wage, you have to work a little over an hour to buy a 12-pack of Charmin toilet paper at Brookshire's if they have any...it's on sale, regularly \$9.99.

If you work at most Tyler sit-down restaurants, you make \$2.13 an hour plus tips. In theory, if your salary

plus tips doesn't equal \$7.25 an hour, your employer is legally obligated to pay the difference. Employers earn "tip credit" for staff who earn more than \$30 per month in tips. In Alaska, Oregon, California, Minnesota, Washington, Montana and Nevada tip credit is not allowed; the hourly minimum wage is the same for both tipped and non-tipped employees.

Most restaurants we interviewed said tips on a credit card are split among wait staff and kitchen staff. Tips left on the table belong to the wait staff but they have to tip the busboys and bar staff.

