

## *Let's Take Care of Each Other!!*

by Georgia Yeager (gayeager@gmail.com)

AAUW National has recommended to all Branches that they cancel all in-person meetings through the end of the calendar year. The Johnstown Branch plans to conduct all membership meetings and activities via Zoom until it is safe to get together.

If you do get together for a small group committee meeting or social activity, be sure to follow CDC guidelines: maintain distance, wear a mask, and wash your hands or use hand sanitizer. Remember that when you wear a mask, you uphold the philosophy of "I'll take care of you; you take care of me."



by Kathy Howanek  
(khowanek@hotmail.com)

**Coordinator, Women of Cambria County sequel. Work from home!**

Looking for one or two organized, literate, and curious members!

Following an article in our last newsletter to assess interest in doing a sequel to our 1987 branch publication, "Women of Cambria County," several members expressed an interest in researching and writing articles for the proposed book. In order to make it a reality, we need one, two or three people at the helm to set parameters for the articles, design the format, recruit some proofreaders and shepherd the publication process.

**Interested?** Call, email or text Kathy Howanek, Georgia Yeager or Deanna Haddle.

## Named Gift Award

by Ann Furlong (akfurlong@verizon.net)

We are pleased to announce that Pat Grzybicki is the Named Gift awardee for this year. AAUW Johnstown branch was very fortunate four years ago when Pat stepped up to take on the duties of President.



**Pat Grzybicki**

Her administration was characterized by coordination, clarification and organization. She guided us through the hard work necessary to develop a strategic plan. We now welcome her into the newly established board position of Past President.

While Pat served as President, she also served tirelessly on the Book Sale Committee working on the planning, sorting of books and of course, the sale itself.

Pat is also a member of the Books at the Boulevard book club.

Congratulations, Pat and thank you for all of your hard work and dedication to AAUW.

## Work Smart Warriors!

by Kathy Howanek (khowanek@hotmail.co)

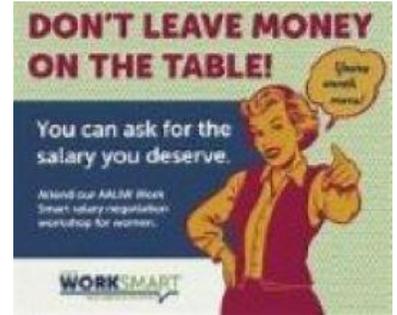
AAUW Work Smart is a successful salary negotiation workshop for working women in job transition and seeking promotions. One ingredient of the gender pay gap is women often

don't negotiate their salaries. We advocate on behalf of others with gusto, yet find it difficult to do the same for ourselves.

This workshop teaches the skills to identify an individual's unique skills, knowledge and experience ; how to communicate these in an interview; how to value these in the salary discussion; and how to negotiate for a for a salary based on these unique attributes. This online workshop is easily accessed via a link on the AAUW PA page. It is free of charge and takes only 90 minutes.

<https://www.aauw.org/resources/programs/salary/start-smart/>

Our branch is looking for as many members who can, to watch the workshop and give comments or talking points to be used as we offer the program to other women's groups in the area. Perhaps an official Work Smart spokesman will develop! If you decide to participate, let Kathy or Georgia know what you think and if you have any ideas about groups that might be interested in using this tool



## Ruth Bader Ginsburg

by Paula Tomko (aauwpaulatonko@gmail.com)

On Friday, September 18, 2020, Supreme Court Justice Ruth Bader Ginsburg died from complications of pancreatic cancer. Ruth Bader Ginsburg was appointed to the Supreme Court in 1993 by President Bill Clinton. She served on the Supreme Court from 1993 until her death. Prior to serving on the Supreme Court, Ruth Bader Ginsburg had an illustrious legal career spent fighting for gender equality and women's rights. She graduated first in her class from Columbia University Law School. Unable to find a job after law school, she taught law at Rutgers Law School, volunteered for the ACLU, and became a staunch advocate of gender equality and women's rights, winning many arguments before the Supreme Court.

Justice Ginsburg became a cultural icon in her 80's becoming known as the Notorious RBG, a nickname she embraced. She was known for her workout routine, her love of opera, her friendship with Justice Antonin Scalia, and for her dissents and her fashionable dissent collars. One of her most famous dissents was in *Ledbetter v Goodyear Tire & Rubber Co.* (2007). This dissenting opinion led to Congress passing the Lilly Ledbetter Fair Pay Act which President Obama signed into law in 2009. Justice Ginsburg wrote her dissenting opinions to change the law in the future. She hoped that legislators would learn something from them and enact laws that make life better for the people they serve

On October 1, AAUW hosted a webinar about Justice Ginsburg's impact on AAUW and our mission titled Justice Ginsburg's Legacy and the Future of the Court. Justice Ginsburg will be missed on the Court. She is leaving big shoes to fill.



## *Should AAUW drop the degree requirement?*

By Georgia Yeager ([gayeager@gmail.com](mailto:gayeager@gmail.com))

AAUW National is again suggesting that we drop the degree requirement for membership. This issue was presented to the entire membership two years ago, and, at that time, 46% of the national membership was in favor. This issue will come to a vote again in Spring 2021. In the meantime, be thinking about how you will vote. In many ways, the future viability of AAUW hinges on that vote.

Here are some of the pro's and con's of the argument:

### **PRO – Drop the degree requirement**

- AAUW will be more inclusive of other women. There are many talented, community-minded women who would make our organization stronger and who do not have degrees.
- It makes sense in Johnstown to make ourselves more relevant to our community which has a lower percentage of women with degrees. We would be more representative of our community.
- AAUW still maintains in title, mission, and activities an interest in high and girls.
- AAUW National will have greater eligibility for grant money from corporations and foundations if we are more inclusive. It is extremely important that National find sources of income other than dues in order to continue to operate, offer opportunities to women and girls, and maintain its legislative activities.
- AAUW Johnstown Branch was founded 97 years ago to give like-minded women an opportunity to come together for academic and cultural pursuits. Society has changed. The degree is no longer necessary to make us like-minded, and our mission is broader.

### **CON – Maintain the degree requirement**

- AAUW will no longer be special if we allow members without degrees. Our members are university women.
- It has always been this way.

This is a lopsided argument, but it is difficult to come up with reasons to maintain the degree requirement. If you have arguments not listed here, please phone me or email me your thoughts for inclusion in a future newsletter. [gayeager@gmail.com](mailto:gayeager@gmail.com); 814-255-3322



Christmas is coming....do your shopping early! I know we like to support local businesses; but if you shop at Amazon, don't forget to set your Amazon Smile account to donate to American Association of University Women Johnstown Branch.

Our fund-raising has been really cut back due to the pandemic and the 0.05% of your Amazon purchases can really add up

## Education/Scholarship Report

by Nancy Miller ([carlnanmiller@verizon.net](mailto:carlnanmiller@verizon.net))

We are pleased that, with selection and administration assistance from Clea Hollis and Bruce Haselrig of the Greater Johnstown Minority Scholars Club, we have awarded our first AAUW Minority Scholarship of \$500 to Ellie Puryear from Ferndale High School. The scholarship was administered as a pass through by the Community Foundation of the Alleghenies. Ellie was 2<sup>nd</sup> in her graduating class at Ferndale.



Ellie Puryear

She is currently attending Shippensburg University. We congratulate her on her achievement and wish her continued success.

We are looking into possibly using the Community Foundation to help select and administer our scholarships in the future, depending on our organization circumstances.

For 2021, our schools in rotation for scholarships are Johnstown High, Ferndale, and Windber. Hopefully, we will begin our planning and selection process in January. I will be calling/emailing members who have indicated an interest in the Education/Scholarship Committee in the next few weeks. There is much to do because of our expanded committee duties in the revised Strategic Plan. Hopefully, we can meet via Zoom in the near future



## Membership

by Shellby Custer ([shellbyc@aol.com](mailto:shellbyc@aol.com))

Thank you to those of you who have submitted/returned the Membership Survey. Please continue to return them; there is no deadline. The feedback so far has been positive and very helpful.

Everyone should have received their Member Directory. If you have not, please contact me. Additionally, if there are any errors or omissions, please let me know.

Again due to the Coronavirus, many of our membership events have been cancelled or postponed. However, please consider reaching out to each other (you have the directory with all members' contact information) via phone, email, text, or just sending an old-fashioned card. I would also encourage us all to reach out to a member we may not have met, yet.

Committee chairs are looking to get all members involved. Please consider joining a committee. Any questions, please contact the committee chairperson or myself.

And most importantly, if you have not done it already **VOTE!!**  
Take care.



by Paula Tomko (aauwpaulatomko@gmail.com)

AAUW Pennsylvania has made Pay Equity a focus for our advocacy work in 2021 and 2022. This is a priority as Governor Wolf supports pay equity legislation and his term ends in 2022. We have two years to get this done before we elect a new governor. We will have our work cut out for us"

The new pay equity numbers by congressional district are out, and there is good news and bad news. The good news is that in general salaries increased. The median earnings for men in Pennsylvania increased from \$53,269 to \$55,221, an increase of \$1,952 or 4%. Women’s median earnings went from \$43,243 to \$43,791, an increase of \$548 or 1%. Unfortunately, income in Pennsylvania did not increase as much as in other states or for women compared to men, which means we fell from an earnings ratio of 81% or 21<sup>st</sup> out of all the states last year to 79% or 32<sup>nd</sup> out of all the states and the District of Columbia this year.

When comparing each of our congressional districts this year to last year, men’s earnings increased in sixteen districts ranging from a low of .3% to a high of 8.3%. The loss of earnings for men in the remaining two districts was 2.1% and 6.4%. Women’s earnings only increased in 13 districts ranging from a low of .03% to a high of 8.5%. The loss of earnings for women ranged from .8% to 6.7%.

Member of Congress*	District	Men	Women	Earnings Ratio	Ranking
Fitzpatrick (R)	PA-01	\$67,969	\$54,452	80.1%	5
Boyle (D)	PA-02	\$44,573	\$39,489	88.6%	2
Evans (D)	PA-03	\$51,985	\$49,466	95.2%	1
Dean (D)	PA-04	\$71,792	\$57,240	79.7%	6
Scanlon (D)	PA-05	\$62,696	\$48,031	76.6%	12
Houlahan (D)	PA-06	\$69,383	\$51,867	74.8%	16
Wild (D)	PA-07	\$54,576	\$41,627	76.3%	13
Cartwright (D)	PA-08	\$50,185	\$39,758	79.2%	7
Meuser (R)	PA-09	\$50,783	\$41,073	80.9%	4
Perry (R)	PA-10	\$55,179	\$42,455	76.9%	10
Smucker (R)	PA-11	\$54,923	\$41,479	75.5%	14
Keller (R)	PA-12	\$48,910	\$37,621	76.9%	11
Joyce (R)	PA-13	\$49,455	\$37,178	75.2%	15
Resenthaler (R)	PA-14	\$55,998	\$41,047	73.3%	18
Thompson (R)	PA-15	\$49,539	\$36,642	74.0%	17
Kelly (R)	PA-16	\$51,009	\$39,547	77.5%	9
Lamb (D)	PA-17	\$63,268	\$49,237	77.8%	8
Doyle (D)	PA-18	\$57,148	\$46,339	81.1%	3

## Getting to Know Your Board Members!



Shellby Custer

I am Shellby Custer. I have been a member of AAUW since 2016. I joined because I wanted to participate in an organization that promoted the education of young women in all areas and fields; and I wanted to be involved in a socially active group, as well. I have participated on several committees and activities over the years, including Membership, Public Policy, and Book Club. I am now serving as VP Membership.

I attended and graduated from the University of Pittsburgh; BS Psychology; and MSW. I am a Licensed Clinical Social Worker, working as an Outpatient Therapist at Nulton Diagnostic and Treatment. I specialize in trauma, attachment, and sexual abuse treatment.

My free time is spent spoiling my 2 Boxers, Piper and Izzy. We enjoy hiking and going to the dog park. But they enjoy stealing the couch or the bed. 😊

## Board Update

by Kathy Howanek ([khowanek@hotmail.com](mailto:khowanek@hotmail.com))

The Board of the Johnstown Branch AAUW met via Zoom on October 8, 2020. The majority of the discussion was on keeping our members engaged and active during these unusual circumstances. Georgia and Kathy participated in a statewide President's conference call and reported that many branches are successfully using Zoom for meetings, business and otherwise. Some have had small outdoor meetings, as our own Tuesday Book Club has done. All see the need to keep in touch with members. Georgia has been canvassing the membership to determine how many Zoom users we have and how many are willing and have the technology to give it a try!

National AAUW has recommended the cancellation of all in person events, but given the popularity of our Christmas luncheon we decided that if Deanna's poll of members resulted in 25 commitments, we would go ahead with the luncheon. We only had 11 firm commitments and three that were tentative; therefore, the in-person Christmas luncheon is cancelled. The Board is looking for some alternative celebration.

National AAUW also contacted branch presidents for input on a proposed increase in national dues anywhere from \$3-\$10. Kathy and Georgia responded that this is not a good time for a dues increase.

The Board spent a lot of time discussing committee formation and possibilities for virtual meetings and programs. While canvassing the membership, Georgia received several great suggestions for programming. That said, our committee chairs need active members. Once they have contacted members who signed up for committees pre-covid, they will be recruiting additional help. Committee meetings will be different, maybe Zoom, maybe Skype calls or emails, whatever works for you! Member input is essential. We need your ideas!



by Paula Tomko (aauwpaulatomko@gmail.com)

The Family Care Act will provide support for Pennsylvania's families. The act will establish paid family medical leave insurance for Pennsylvanians who are caring loved ones without out jeopardizing their jobs or their personal financial security.

Some of the things the Family Care Act will do – it will allow families to provide critical care and rehabilitation services to elderly loved ones at home, grant parents the ability to care for a child who is recovering from a serious illness, allow workers to care for themselves following major surgery, and grant new parents, moms and dads, the chance to stay home after the birth or adoption of a child.

The Family Care Act will help ease the burden many families face with the prospect of caring for an elderly parent and allow the elderly parent to stay home rather than go to a nursing home. It will ease the burden many employers face when their small businesses cannot offer paid medical leave benefits to their employees due to the cost. It will ease the financial burden many people face when they are not able to work when caring for themselves, their new child, or an elderly parent.

## *Getting to Know Your Board Members!*

It all started many years ago in the City of Brotherly Love. I was born in Philadelphia PA. A year later, my family returned to Johnstown. My sister and I grew up in the house in which I still live. I graduated from Westmont Hilltop High School. I attended the University of Pittsburgh for all my undergraduate and graduate work.

I began my working career as a teacher at the Greater Johnstown Vocational Technical School the first year that it opened.

After 15 years of teaching, I moved to Florida and started a new career in retail credit. I worked for Saks Fifth Avenue and Jordan Marsh Florida. I was transferred from Florida to Philadelphia PA and worked for Sterns Department Stores. Within a few years the Allied Corporation, of which Sterns was a part, was merged with Federated Department Stores. All credit operations for all stores were consolidated and moved to

Cincinnati, Ohio. After several years in Ohio, I relocated to the Bon Ton Stores, York, PA, where I worked until 9/11.

It was fate that I returned back to my childhood home as my mother was no longer able to live alone. The job market post 9/11 was very challenging. After months of job hunting, I was hired as the Credit and Collections Manager for Comcast, Pittsburgh PA. It was a great opportunity, but the only drawback to this position was the daily four hour commute.

A member of AAUW since 2017, I have been a representative on the Communications and Fund Raising Committees. I am now serving as Secretary of the Branch.

Now, I play golf, swim and take care of my cat Min. As the tee shirts say, "Life if Good"



Sandra Pagano



*Paulette Solomon wants to "thank" everyone for the cards and good wishes while she is recovering from a torn achilles tendon.*

from fro



As most members know, our branch has been very active in providing four STEM programs over eight years for girls in our area. Because schools have incorporated STEM into the curriculum, the girls became less interested in our Saturday programs. We still had approx \$2500 that needed to be spent on STEM projects. The article below addresses how AAUW cooperated with the CSB2 STEM Ecosystem and the Cambria County Library in providing STEM kits to be used by children through non-profits in our area.

## AAUW AND CAMBRIA COUNTY LIBRARY PARTNER ON NEW STEM EQUIPMENT

by Barbara Zaborowski (bzabor@pennhighlands.edu)



Leah Johncola  
Youth Services Coordinator  
Cambria County Library

(Johnstown, Pa) The CSB2 STEM Ecosystem, which serves Cambria, Somerset, Blair and Bedford Counties was able to match funds from the American Associate of University Women (AAUW) to purchase new STEM kits for the Cambria County Library.

The CSB2 STEM Ecosystem received PA Smart Grant in 2019 that supports STEM education across the region.

Cambria County Library Youth Services Coordinator, Leah Johncola stated, "We are very excited to partner with AAUW Johnstown Branch and the CSB2 STEM Ecosystem to be able to receive these STEM kits and make them available to local non-profits to use for STEM programming."

Kits include four iPads, Dash and Dot robots, Magna-tiles and Legos. The kits will be made available to local non-profit organizations that do programming for children and would like to include STEM education.

Any non-profit interested in borrowing a kit can contact the Cambria County Library Children's Department at 814-536-5131 x205.

AAUW Johnstown Branch has a history of offering STEM programs for young women to encourage interest in Science, Technology, Engineering and Math.



## How to Survive the 2020 Election

by Paula Tomko (aauwpaulatomko@gmail.com)

November 3 is Election Day. It's fast approaching! Make sure you VOTE!

October 19<sup>th</sup> was the last day to register to vote in the 2020 General Election.

To check your voter registration status, you can go to:

<https://www.pavoterservices.pa.gov/pages/voterregistrationstatus.aspx>

October 27<sup>th</sup> is the last day to request a mail in ballot.

To request a mail in ballot, go to:

<https://www.pavoterservices.pa.gov/onlineabsenteeapplication/#/OnlineAbsenteeBegin>

Has your polling place changed?

To find your polling location, go to:

<https://www.pavoterservices.pa.gov/pages/pollingplaceinfo.aspx>

You can now track your mail in or absentee ballot and make sure your county election office received it.

To track your ballot, go to:

<https://www.pavoterservices.pa.gov/pages/ballottracking.aspx>

How do the candidates measure up?

To see the how the candidates for President, Vice President, and Congress rate on the issues that AAUW supports, the AAUW Carlisle Branch has put it all at our finger tips.

<https://carlisle-pa.aauw.net/november-2020-candidate-voter-guides/>



*Happy Holidays  
to Johnstown Branch  
Members*



A great picture of our members....I don't want you to forget who we are!!

Hoping to see everyone in the New and much Better New Year.

Stay Safe!