



President's Message

SPECIAL ANNOUNCEMENT – APRIL EVENTS CANCELLED/POSTPONED/VIRTUAL

Out of caution over the COVID-19 Pandemic, your Branch Board has agreed that our planned April events may be cancelled, postponed, or virtual. The chairs of individual activities like book club, drama reading and dining out will keep everyone posted through Yahoo Groups. Stay tuned. Hopefully, the ordinance to Shelter in Place, here in CA and around the Country, will be rescinded as soon as possible.

We all know it's important to reduce the spread of COVID-19 and minimize its impact, but as CEO Kim Churches' email of March 14, 2020 explains, "As we reflect on our mission at AAUW, it's also important to think about the impact of the coronavirus for those Americans who can't afford to take time away from work, get the healthcare that they need, or deal with unexpected childcare challenges. Currently, at least 34 million private sector workers — nearly 1/3 of the workforce — don't have access to paid sick days. That is simply unacceptable." "AAUW has long advocated for policies, like the Healthy Families Act, that protect and support all workers, ensuring that everyone can take care of themselves, and their loved ones, without the fear of a lost paycheck or retaliation from their boss. But we're also advocating for real-time solutions to deal with emergency situations, such as the just-introduced Paid Sick Days for Public Health Emergencies, and Personal and Family Care Act. These policies are needed now more than ever and AAUW will continue to champion this fight. For women, who often act as primary caregivers, the inability to earn paid sick days can have particularly devastating consequences. No working woman should be forced to make the choice between going to work contagious or missing a paycheck."

We know, eventually this pandemic shall pass. I hope you all find ways to stay connected with friends and family and stay well and safe. However, during our time at home consider sending an email to Congress through Take Action at aauw.org, attending a local virtual town hall meeting with your local CA representative, and be ready to get out the vote in November. Please let me know if you need anything at all. Looking forward to seeing everyone in person very soon.

Linda Slater

AAUW, Hayward-Castro Valley Branch

Membership Renewal Time!!

Membership dues are renewed every year by June 30, 2020. As Branch members of a National program we have the option to pay/renew our dues securely online. You can write off \$59 of the national dues as a deductible donation. Here are the instructions on how to do it.

- ❖ Go to the AAUW website: <https://www.aauw.org>
- ❖ Click on MSD (Member Services Database) on top banner to be directed to the Login Page.
- ❖ On Login Page.
 - **Existing Users** – enter your AAUW Member ID and password.
 - **First Time Users** – Click Create Account and set up a password.
 - You will need your AAUW member ID. If you forgot your member ID you can look it up by clicking on Forgot Member ID?
- ❖ Click Enter Member Services Database to link to your individual member profile
- ❖ Locate Membership Payment Program (MPP) near bottom on the left-hand menu.
- ❖ Click on Renew my membership.
- ❖ AAUW Individual Membership Dues Process
 - To pay online by Credit or Debit Card: Click the Personalized Membership Renewal Link
 - To pay by check: send a check for \$94.00 made out to **AAUW** to Liz Bathgate 2212 Queen St. Castro Valley, CA 94546
 - Your renewal will show up on the roster immediately.

Using MSD to your individual profile ensures the HCV Branch will get credit for renewal.

Thanks for your efforts in getting this done. Liz, Branch Membership Chair. In you member profile you can review your donations, print a member card, and update relevant information

Upcoming events



Drama Reading

When: April 16, 2020

Time: 1:00pm

Where: Liz Bathgate's home

We will read "**Laughter on the 23rd Floor**" by Neil Simon.

This is another of Neil Simon's autobiographical plays. It is loosely based on Simon's early days as a Television writer working with Sid Caesar on *Your Show of Shows*. It should be hilarious.



Book Club

When: Monday, April 20, 2020

Time: 2 – 4 PM

Where: Home of Margaret Hankle at 2244 Heathrow Pl., San Leandro

Ruth Rymer will review Tara Westover's remarkable autobiography, *Educated*. Refreshments will be served.

The Book Group is monitoring our Shelter in Place orders to ascertain whether an in-person discussion is feasible or if a virtual option may be prudent. Please let Margaret know you'd like to attend so you can be kept apprised.

Also, if you are a regular member who cannot attend or are bringing a guest, or are new to the group, please call Margaret at 510-667-9556. Your courtesy helps the hostess plan her refreshments and seating. Thank you.

The May meeting is scheduled for Monday, May 18th and will be our final group read. Pat Macsata will facilitate a discussion of *Where the Crawdads Sing* by Delia Owens.

Book group meetings are open to all branch members. Come join our afternoons of wonderful friends, good books and stimulating conversations.

If you have questions about the group, call Barbara Jones at 510-538-0516.

Dining Out: Save the Date: April 22



We will plan to meet for lunch locally on Wednesday, April 22, 2020.

Details will be sent via AAUW Yahoo Groups as the time gets closer, while we monitor the Covid-19 situation as it affects our daily activities.

Any questions or comments, contact me at: patmacsata@gmail.com.

A Bit of Good News

Donated supplies to hospitals

The article posted on msn.com on March 23, 2020 was written by Alicia Lee of CNN.

With an extreme shortage of masks and hand sanitizer, health care workers around the US are being exposed to the coronavirus as they race to treat a rising number of patients. Knowing that hair and nail salons were closed under the state's recently implemented restrictions, Lori Jabagchourian reached out to her friends that owned such businesses to see if they could provide her with supplies she could give to a hospital in San Francisco.

In one weekend, Jabagchourian, from San Mateo, California, was able to secure 42,000 pairs of gloves, more than 1,300 surgical and N95 masks, 25 bottles of 16-ounce hand sanitizer, and three gallons of all-purpose antiseptic. "The ultimate objective is to help these hospitals," Jabagchourian said. "They are the ones serving us so now it's time for us to serve them." She said she hopes that more people and businesses will join in and help.

To read the entire article go to <http://a.msn.com/01/en-us/BB11yigN?ocid=scu2>

Hayward Enacts 90-Day Moratorium on Evictions The Hayward City Council voted Tuesday to enact an immediate 90-day moratorium on residential evictions for failure to pay rent due to coronavirus and on no-fault evictions that would otherwise be allowable under the city's rent-stabilization ordinance.

The legislation also authorizes an expansion of landlord-tenant mediation services to help negotiate payment agreements in cases in which a tenant's ability to pay rent has been impacted by COVID-19 or measures being taken to control spread of the disease.

In enacting the emergency ordinance, the Council also directed City staff members to develop a financial-assistance program to help stabilize the rental housing market by making cash available to subsidize tenant rent or landlord mortgage payments. The program is anticipated to be ready to roll-out by April 15.

Specifically, the moratorium covers instances in which inability to pay rent arises from a substantial decrease in household income related to the pandemic, including due to layoffs, reductions in work hours, including as a result of having to remain home with children who are out of school, declines in business earnings and out of pocket medical expenses associated with coronavirus or COVID-19 disease.

To qualify for the moratorium eviction protection, tenants must be able to document the loss of income. During the moratorium, landlords cannot charge late fees and tenants remain liable for unpaid rent; however, landlords cannot file for an eviction for rent not paid during the moratorium until 90 days after the expiration of the moratorium.

For more information about the moratorium or mediation services, visit it the City's website at www.hayward-ca.gov/housing or call (510) 583-4454 or (510) 909-4588.

To view **The Stack** go to <https://mailchi.mp/hayward-ca/the-stack-march-2020>

Hayward Restaurants Open for Take Out/Delivery

If you've got the inclination please utilize the delivery option and help keep these local businesses in business. Thanks ahead of time.

- **Bob's Hoagy Steaks, Mission Blvd., 510.881.1558**
- **Boun Appetito, A St., 510.247.0120**
- **Brews & Brats, B St., 510.733.2739**
- **Los Carnalitos, Industrial Blvd., 510.324.8125**
- **Charlotte's, B St., 510.461.4448**
- **Country Waffles, Industrial Blvd., 510.429.9100**
- **Craft Eatery, Foothill Blvd., 510.274.5990**
- **eOn Café, Hesperian Blvd., 510.264.0507**
- **Don Gaspacho, Tennyson Rd., 510.363.9296**
- **Don Polvorón, Tennyson Rd., 510.887.2102**
- **Eko Café, B St., 510.247.8806**
- **El Taquito Dos, Winton, 510.397.2505**
- **Erik's Deli Café, B st., 510.876.5555**
- **Fast Pizza John, East 14th St., 510.269.3010**
- **Ghazni Kabobs, A St., 510.398.8940**
- **Ghazni Kabobs, Winston Ave., 510.940.8100**
- **Krispy Krunchy Chicken, Hesperian Blvd., 510.750.3708**
- **Maria's, Leidig Court., 510.783.4977**
- **Metro Taquero, A St., 510.782.8700**
- **Metro Taquero, B St., 510.537.5000**
- **La Piñata, Rose St., 510.538.9967**
- **PlaYT, B St., 510.888.1092**
- **Red Chili Thai, Mission Blvd., 510.881.8593**
- **Rigatoni's, Hesperian Blvd., 510.785.9300**
- **Ristorante Di Parma, Foothill Blvd., 510.885.9943**
- **Shami Restaurant, Southland Drive, 510.732.1111**

- **Snappy's Café, A St., 510.886.8500**
- **Straw hat Pizza, Industrial Blvd., 510.265.0111**
- **Tacos Uruapan, Huntwood Ave., 510.826.0111**
- **The Cupcake Shoppe, Main St., 510.784.9000**
- **Tito's Grill, Foothill Blvd., 510.574.9338**



Because of you, we stand 170,000 strong.

As a member of AAUW, you can take pride in the work you've made possible:

- **AAUW launched the free Work Smart Online course** — available at salary.aauw.org — that empowers women with successful salary negotiation strategies.
- **40 states and Washington, D.C., introduced or considered pay equity legislation** — and six states passed laws — thanks to the tireless advocacy of AAUW and our coalition partners.
- **AAUW conducted groundbreaking research** on issues related to gender equity in education and the workplace, including the gender pay gap, women's vast underrepresentation in top nonprofit positions and how women are disproportionately affected by student debt.
- **AAUW collected and submitted 6,143 signatures from advocates in all 50 states** on the Department of Education's proposed changes to Title IX regulations.
- **AAUW brings nearly 800 diverse college women together** to develop leadership skills and make lifelong connections at our annual National Conference for College Women Student Leaders.



In the fall of 2018, AAUW received a grant from the Coca-Cola Foundation to support economic security for women, including leadership development, salary negotiation training and networking opportunities through AAUW's Empower program.

"I enjoyed the salary negotiation workshop and I learned a lot about empowering my future. I am using these new skills for myself and passing them on to my daughter, so we can close the salary gap."

— Adrienne, AAUW Empower Atlanta Attendee.

Whether your heart lies in **being a voice for women facing discrimination and harassment, fostering women's leadership careers, challenging harmful policies on Capitol Hill, or helping end the deleterious gender pay gap**, know that your membership in AAUW matters. We take your support seriously, and that's why we plan to invest in even more women through our programs, funding, and advocacy in the year ahead.

"This workshop was transformational for me — and because of it, I was able to negotiate a salary ten percent higher than the original offer! I'm so thankful that I can carry these skills with me at every age and stage of my career."

— Jaimie, AAUW Work Smart Participant



Millions of women will benefit from salary negotiation workshops through our expanding AAUW Work Smart program.

We are proud of the progress that 137 years in the women's empowerment field has earned us. We're even prouder of the energetic and determined community we've become thanks to committed individuals like you.

Renew today and move forward with us. There's a whole world of women and girls relying on your support!



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Public Policy

Aileen Rizo Wins (Again) for Pay Equity



The 9th Circuit Court of Appeals has again ruled in favor of Aileen Rizo in the rehearing of her gender discrimination suit against the Fresno County Office of Education. Rizo had claimed that the County was violating the Equal Pay Act by basing its salary structure solely on what the employee made in his or her previous job. Because women have traditionally made less than men, she felt that this process perpetuated gender discrimination. The 9th Circuit Court had ruled in her favor. But that ruling was vacated by the US Supreme Court because the main judge died a few days before the ruling was issued. The Supreme Court did not rule on the merits of the Equal Pay Act case. It simply stated that the deceased judge's vote could not be counted, and it remanded the case back to the 9th Circuit.

On February 27, 2020, the Circuit Court's full 11-judge panel unanimously ruled that the Fresno Office of Education had violated the law by using Rizo's prior salary as the sole determining factor for calculating her new salary. The ruling now prohibits employers from using prior salary at all, and it cannot be used as one of other determining factors (such as education, job skills, and experience) in setting a new salary. The judges divided 6-5 on the latter issue. The minority felt that prior salary should be allowed for consideration among other factors.

However, this may not be the end. The Equal Pay Act is vague on allowing pay discrepancies and other circuit courts have interpreted the law differently. Most agree with the 9th Circuit but a few disagree. This entire issue may end up in the Supreme Court.

For the complete story on Rizo's case and AAUW Legal Defense Fund's support, see

<https://www.aauw.org/resource/rizo-v-fresno/>.

The full Rizo v. Yovino court ruling may be read at

<https://www.jacksonlewis.com/sites/default/files/docs/9thCirRizo16-15372.pdf>.

Member News



If you have news about a member who needs to be congratulated on a special occasion or accomplishment, who needs to be encouraged during illness or difficult time, or to be reminded we are here for him/her, please contact your corresponding secretary Barbara Jones at 510.538.0516 or by email at bb_jones@pacbell.net. ***Let's let our friends know we care.***

