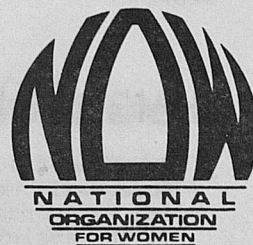


# SEPTEMBER

## NEWS

President Elaine Bagley 795-4637  
V-P Susan Hill 747-7757  
Treasurer Sue Sappington 765-9677  
Corresp. Judy Harley 795-6016



The NATIONAL ORGANIZATION FOR WOMEN in Lubbock

September 1977

## From Shirley On Leaving Lubbock

Dear Lubbock NOW sisters and  
(carefully selected) brothers:

Leaving you is traumatic!! I feel as if I am cutting myself off from a life-support-system! You have been so wonderful to work with and to have as friends. Your enthusiasm, motivation, and commitment to make changes for women have been such an inspiration and I have learned so much from you. We have journeyed from a group of 5 women who presumptuously called themselves the National Organization for Women to a vital, complex, effective, well-run organization which has clout in the community (3+ cheers for us!!)

Missouri is an unratified state.

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## good-by shirley

DEAR SHIRLEY: You have left us to go to a new job, a new experience, and we are torn between sending our heartfelt wishes for much happiness and screaming, "How can you do this! You can't leave us!"

In the history of Lubbock NOW, no one person has symbolized feminism like you have. No one person has expended the energy, drive, enthusiasm, talent, and forceful personality that has been needed to make Lubbock NOW one of the more active chapters in Texas. It has not been easy. We have trudged ahead through heavy conservatism and overt hostility. Many times, with energy drained, spirits dampened, despondent and faltering we have rallied once again because of your undaunted vitality. From you, many of us have

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# STATE NOW CONVENTION

The Texas State NOW convention will be held in San Antonio Sept. 31, and Oct. 1, 2 at the Gunter Hotel (East Houston & St. Mary's Streets - downtown).

The keynote speaker will be Elaine Noble, feminist/lesbian State Legislator from Boston, Massachusetts. We are also privileged to have our National President, Eleanor Curti Smeal as an additional speaker.

Some of the more unique workshops will be: women's land collectives, math anxiety, affecting the legislative process, feminism and organized labor, handling dual career marriages, sexuality and the older woman, and older women and economic rights.

One of the events scheduled is a film festival. The films planned are: Women Who Have Had An Abortion, ERA and the American Way, Self Health, Lavender (lesbianism), Sometimes I Wonder Who I Am (marriages), Schmeerguntz (sex roles).

There will be a Women's Art Show running throughout the entire convention. Art work of women from around the state will be on display and for sale.

For the early arrivers there will be entertainment and hospitality Friday evening, from 8:00 until???

Saturday evening promises to be a high point of the convention. We

(Continued on page 3)

## That's NOW Business

- ♀ The Household Violence Task Force will meet on the 2nd and 4th Mondays of each month at the Wesley Foundation.
- ♀ Elaine Bagley was invited to speak at a luncheon meeting of the Retail Credit Association. The group was interested in hearing NOW's viewpoint concerning the Equal Credit Opportunity Act. We appreciate the interest of this group in encouraging a better understanding about the importance of equal credit to women.
- ♀ A special thanks to Susie and Bob Sappington to making our garage sale a success!!

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"It is agreed that 'girls take more bringing up' than boys: what that really means is that girls must be supervised and repressed if the desired result is to ensue." p. 76, Germaine Greer The Female Eunuch

Lubbock NOW Newsletter is published monthly by the Lubbock chapter of the National Organization for Women.

Editor	Pam Brink
Editorial Staff	Nancy Barr Carol Haber Briggs Twyman Jane Twyman
Art Staff	Bob Sappington Susie Sappington
Circulation	Marge Blackburn Bob Sappington Susie Sappington

Articles, poetry, etc. should be submitted to the editor, 2123 17th, Lubbock 79401, typed, double-spaced on a 35 character line. Articles may be subject to re-write.

## From the Editor

A special greeting to Lubbock NOW from your new Newsletter editor. Following in the footsteps of Jane Twyman's stupendous efforts won't be easy, but she has promised to help and inspire me and so has the Newsletter staff: Briggs Twyman, Susie and Bob Sappington, Carol Haber, Nancy Barr, and Marge Blackburn. So with this "little help from my friends," I will do all I can, certainly not to exceed, but at least to maintain the polish and panache of our monthly paper.

This year proves to be an extraordinary challenge to all feminists. The ERA still needs three states for ratification; Phyllis Schlafly and those who sympathize with her point of view are actively seeking to destroy women's choices for work and life-style; Congress has virtually refused poor women the right to an abortion; the Supreme Court has denied pregnant working women the right to disability benefits; rapists still seem to be illiciting more sympathy from judges than their victims; and here in Lubbock the Avalanche-Journal practically ignores these issues as well as our own local NOW activities and enterprises.

It's curious why anyone would want to prevent over half the human population from being thoroughly responsible, constructive, and healthy adults, yet the madness prevails. Power it seems is more precious than leisure or honesty. I'm afraid backlash is the keynote, and we'd better be informed and vigilant if we are simply to achieve our basic human rights.

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## First-Timers

The following people were first time attenders at the August Program Meeting: Karen Barber, Dorothy Stephenson, and Janna Sandidge. Lubbock NOW welcomes you and we hope to see you again soon!

## BEST CHILDCARE AT STATE Meeting

This NOW state convention will avoid, as much as possible, the "stick-'em-in-a-room-and-close-the-door" approach to child care. The hotel will serve as base but the children (other than infants and toddlers) will spend much of the time exploring San Antonio. Among the activities planned (all within walking distance of the hotel) are: a river barge ride on the San Antonio River, a visit to the Alamo, a tour of Witte Transportation Museum and supervised play at the Hemisfair Plaza playground. We are also considering a trip to Brackenridge Park (a ten minute drive from the hotel) for a visit to the zoo, a ride on the longest miniature railroad in the United States and supervised play in the park. Childcare providers will be experienced day-camp counselors and responsible adults.

So, bring your kids and treat them to a pleasant weekend in San Antonio while you attend the conference.  
Antoinette d'Oronzio  
Child Care Coordinator (512-653-8416)

## State Convention

(continued from page 1)  
are planning a "Woman's Gala." 8:30 until ???, The evening's events will start with a chance to informally meet and speak with both Elaine Noble and Ellie Smeal. Then there will be an autograph party with Mary Jo Rischer. Followed by a Woman's Dance --with music by Jubilee, a 7 piece women's dance band. There will be a cash bar. Cost \$4.00. Proceeds to go to Mary Jo Rischer's legal fees and to Texas State NOW.

Of course, we have planned enough time to do the work of the convention such as by-law revisions, resolutions and election of state officers.

For complete registration information contact your chapter or us--  
Gail Baier and Pat Flores,  
Co-coordinators Texas State Convention,  
9110 Broadway #M201, San Antonio,  
Texas 78217.

## Textbook Review

Recently, many of our Lubbock NOW members reviewed textbooks that are to be considered for adoption for use in the public schools. Books reviewed by Edna Gott, Carol Elliott, Alice Broderick, Linda Bailey and Jude Vanderbole were chosen to be reviewed before the committee in Houston. While it was not possible for these members to journey to Houston to testify, we are certain that the fine work that they did will be important in the decision-making process which will determine the fate of these books. Many special thanks to all the persons who took the time to be involved in this activity.

## From the Editor

(continued from page 2)

As in the past, I hope that our Newsletter will reflect these issues as well as the distinct personality of our NOW chapter.

With your contributions I hope to run a monthly column called THE BOOKSHELF which will be a list of current books in any field reflecting a feminist perspective. Please let me know what you've been reading or even thinking about reading that would be of interest to your sisters and brothers. Just mail me the citation with a short explanation of its contents and value. Hogwash is everywhere; please keep contributing, and I would of course, welcome original poetry, drawings, and book reviews.

Don't forget to type your articles, double-spaced, on a thirty-five character line (margins at 5 and 40) and have them to me by the 15th of the month so that I can get organized.

I am very excited about my new duties and being actively involved in Lubbock NOW. Please let me hear from you very soon.

- Pam

♀ ♀

# Supreme Court on Pregnancy Benefits

On December 7, 1976, the U. S. Supreme Court found in General Electric v. Gilbert that private employers may legally exclude pregnancy disability from insurance programs. The significance of this decision is far-reaching, for it has potentially adverse affects on all 39 million working women and on the members of their families. Therefore, it is vital that every working person understand the ramifications of this decision.

What are disability benefits? These are payments made by employers (voluntary in some states, mandatory in others) to employees who cannot work temporarily due to non-job-related illness or injury. The payments are a percentage of the employee's weekly salary for a fixed period of time--in the case of General Electric, 60% of the weekly wages, available for a maximum of 26 weeks. A doctor's certification of the disability is required, and sometimes must be verified by a company physician.

A pregnancy-related disability is a disability caused or contributed to by pregnancy, such as severe varicose veins that prohibit walking; childbirth (labor and delivery); and a few weeks of recovery. Pregnancy itself is not considered a disability, and therefore disability benefits do not cover a healthy pregnancy until the woman goes into labor. A disability period includes only that time when a woman is medically unable to work due to pregnancy and childbirth. For most women (90%) this period of physical disability is six weeks or less.

The General Electric Company provided its employees with a comprehensive disability insurance plan, which covered recovery from a multitude of conditions, including hair transplants and cosmetic surgery, but did not cover disabilities caused by pregnancy. In 1972, the International Union of Electrical, Radio and Machine Workers, representing 43 women employees of General Electric's

Salem, Virginia, plant, brought suit charging the company with sex discrimination in violation of Title VII of the Civil Rights Act of 1964. They said that G.E. had failed to comply with the Equal Employment Opportunity Commission's (EEOC) requirement that disability insurance plans must cover pregnancy. The EEOC guidelines said that disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, or recovery were, for all job-related purposes, temporary disabilities. Employers were to treat women with pregnancy-related disabilities like any other temporarily disabled worker, as covered by the insurance plan.

The Supreme Court's decision has overruled the pregnancy guidelines of the EEOC, as well as six Federal Courts of Appeals, which had ruled that pregnancy-related disabilities be treated the same as any other temporary disability.

By a 6 to 3 vote, the Supreme Court held that excluding pregnancy-disability benefits from a company disability program is not in violation of the law, Title VII. The Court

(continued on page 6)

## From Shirley

I promise you that I will take the skills you have taught me and do all I can to make it one of the next 3 that will ratify ERA before March, 1979. I will miss you, but I will always be thankful for the memories we have made in West Texas--and I expect to hear even greater things from you in the years ahead.

You will always be welcome in St. Louis! Just let me know when and how many!  
Onward - to make the world ripe for equality!!  
Shirley Wright  
c/o Missouri Baptist Children's Home  
11300 St. Charles Rock Road  
Bridgeton, Missouri 63042

# HOGWASH!

Lots of men have been made to feel insecure by the women's rights issue and the questions about a woman's place in the church. Some men feel that if women are treated with greater respect, men will be automatically demeaned. "Being a Man" is more than resisting the women's rights movement, though.

Jim Conway, Pastor, Twin City Bible Church, Urbana, Illinois in The Christian Athlete, July/August, 1977, submitted by BLT.

The extensive article in your July 11 issue concerning females at the military academies highlights a foolish and expensive experiment. West Point is intended to train officers to be managers of violence, a task which in the Army still requires physical strength and stamina in many of its aspects. The women at the academies are undoubtedly intelligent, motivated and in many ways outstanding--but so are the young men who were denied admission because women had taken their quotas. And there surely can be no question about the relative physical abilities and career potentials of the two groups.

The superintendents of the academies and their superiors must speak under wraps, but enough comes through in the article from them and the male cadets to warrant early termination of the experiment. Since your article contains some enthusiastic and supportive comments from the Annapolis commandant and brigade commander, I can only conclude that the Navy has different requirements. Accordingly, if the program cannot be stopped at all service academies, I would strongly recommend transferring all the females from West Point to Annapolis.

Maj. Gen. David S. Parker, USA (Ret.), letter, U.S. News and World Report, August 1, 1977, submitted by Richmond Flowers.

LONDON (AP) Young career women increasingly are falling victim to "stress disease" and developing facial and chest hair, baldness, and a higher sex drive, a British medical professor claims.

Dr. Ivor Mills of Addenbrooke's Hospital, Cambridge, has been researching hormonal changes in working women since 1963, seeing up to 40 women each week at his clinic. He disclosed some of his findings in the latest edition of the weekly magazine "Woman's Own."

Mills urged working females, especially married women in their 20's, "to recognize their limits before it's too late."

He said the so-called stress disease is widespread among women and becoming more prevalent all the time.

"I think this is because young women take on more responsibilities and they get married earlier when their personalities have not matured," he said. "When the brain's control of the hormone is disturbed a woman often grows excess hair. It can be very distressing. Some women have to shave every day and others start growing hair on their breasts and abdomens.

"A woman's sex drive might increase," he added. "We have had a few singers who can't sing soprano any more."

Avalanche-Journal, July 21, 1977, submitted by Jane Twyman and Jim Brink.

The way some women dress, they show everything but their age.

OVERHEARD: She wears so much makeup, you can hear her smile.

THE OFFICE Grouch says he knows a gal who can get more dirt out of a phone than she can a vacuum cleaner.

Jay Harris, in the Avalanche Journal, July 22, 1977, submitted by Jane Twyman.

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## SUPREME COURT ON PREGNANCY

(Continued from page 4)  
concluded that this exclusion is not sex discrimination, because pregnancy is not comparable to other disabilities; it is a "voluntary" condition and not a disease.

The contention that pregnancy need not be covered because it is "voluntary" and not a "disease" is fallacious as well as inconsistent, for three reasons:

(1) Not all pregnancies are voluntary, because preventive measures are not infallible and abortion is not always available.

(2) The G.E. plan does cover a variety of "voluntary" disabilities, such as those resulting from attempted suicide, elective cosmetic surgery, vasectomies, and injuries incurred in a fight and in the commission of a crime.

(3) Debating whether pregnancy is a disease is not pertinent here; the issue is whether disabilities caused by or contributed to by pregnancy must be covered in a disability plan. The G.E. plan disqualifies women whose pregnancies end in miscarriage (about 10%), pregnancies complicated by illness, and women who, before or after childbirth, are injured or contract a disease unrelated to the pregnancy.

Most women, like most men, work because they need income. The Supreme Court decision permits employers to deny women income when they need it most -- when they not only cannot work but have additional medical expenses. Families too are penalized, because a family dependent on two incomes is suddenly reduced to relying on one.

As a direct result of this decision, women must choose between work and motherhood. This is the essence of sexism in employment: it reveres motherhood in the home but penalizes it in the marketplace.

Following the December 7, 1976,

Supreme Court ruling, a group of feminist, labor, civil-rights, and law-reform groups met with staff members of various congresspeople and formed the Campaign to End Discrimination Against Pregnant Workers. Their sole purpose was to press for legislation that would prohibit pregnancy discrimination.

On March 15, 1977, two identical bills were introduced into the U.S. House of Representatives (H.R. 5055) and the Senate (S. 995), by Representative Augustus Hawkins (Dem. Calif.) and Senator Harrison Williams (Dem. N.J.), respectively.

The effect of this legislation, should it be passed, would reinstate the EEOC guidelines: women with pregnancy-related disabilities would be treated in the same manner as are any other temporarily disabled workers. NOW Legal Defense and Education Fund, Inc.

## Good-bye Shirley

learned the power of small victories and the thrill of accomplishment when we did what "couldn't be done."

You have given us the gift of yourself and we have no adequate means of expressing our thanks and our love to you. Know that you will always be the heart of Lubbock NOW as we continue the fight against both the symptoms and the disease of sexism. Good-bye Shirley. Much love and good luck!!!!

- Your Sisters in Lubbock NOW

## Action/Business

The September Action/Business meeting will be held on Tuesday, September 13, 7:00 p.m., at the Wesley Foundation, 2420 15th. All paid members are encouraged to attend.

♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀

# HELP NOW: SEND MONEY!

The following NOW members and friends have made a monetary pledge or donation to Lubbock NOW: Charlotte Guinn, Edna Gott, Elaine Bagley, Jane Twyman, Susie Sappington, Jayme Sokolow, Dorothy McLarty, Briggs Twyman, Judy Atcheson, Ruth Lauer, Melissa Lattimore, Elizabeth Hrcncir, Joe Terry, Robin Smith, Dr. Jane Winer, Virginia Grief, Vicki Crider, Alice Broderick, Anne Daghistany-Ransdell, Nancy Barr, Nota McCullough, Barbara and Sam Ward, Marge Blackburn, Lynn Buechele, Blanche Buechele, Pat Bruno, Nancy Armes, Susan Hill, Angela Shepherd, Judy Jackson, Pat Judd, Dee McGraw, and Rick Jackson.

## WON'T YOU HELP TOO?

Lubbock NOW needs more than your moral support: it needs your financial support too. Help NOW realize its goals. They are our common cause. Please send your pledge or contribution today. A bank draft form is reproduced below for your convenience.

Your Name \_\_\_\_\_  
Bank \_\_\_\_\_ Date \_\_\_\_\_

### Draft Service

You are hereby authorized to charge my account and pay all drafts drawn by \_\_\_\_\_ in the amount not to exceed \_\_\_\_\_ each month for one year, until otherwise instructed by me in writing. I understand and agree that said bank neither incurs nor assumes any liability and shall be held harmless against any and all claims which may arise in connection herewith.

Your Bank Signature \_\_\_\_\_

I am unable to make a pledge at this time, but have enclosed a contribution in the amount of \_\_\_\_\_.  
Please make checks payable to Lubbock NOW and mail to Susie Sappington, 1523 24th Place, Lubbock, Texas 79405.

## HOGWASH ANNEX

One of my fellow journalists contends that girls are like newspapers: They have great forms; always enjoy the last word; back numbers are not in demand, and you can't believe anything they say. Not only that, but he says every man should have his own and not try to borrow his neighbor's.

Lou Erickson in the Atlanta Journal (n.d.), Submitted by Dee McGraw.

**REMEMBER:** "To get that word, male, out of the Constitution, cost the women of this country 52 years of pauseless campaign; 56 state referendum campaigns; 480 legislative campaigns to get state suffrage amendments submitted; 47 state constitutional convention campaigns; 277 state party convention campaigns; 30 national party convention campaigns to get suffrage planks in the party platforms; 19 campaigns with 19 successive Congresses to get the federal amendment submitted, and the final ratification campaign....Old suffragists who helped forge the first links were dead when it ended." Carrie Chapman Catt, Woman Suffrage and Politics. 1926

## New Members

Lubbock NOW welcomes the following new members. Please clip and attach to your NOW call list:

Jane Winer 502 Slide Rd., #10K Lubbock 79416 797-5251	Mary Nell Mathis 3211 41st Lubbock 79413 799-7240
Margaret Elbow 3620 28th Lubbock, 79410 792-8207	Carol Elliott 306 Toledo, #5-8 Lubbock 79416 792-7872
Gary Elbow 3620 28th Lubbock 79410 792-8207	Newsletter Only: Cheryl Stephenson 2104 Ave. M, #1 Lubbock 79405 762-4118

# INSTALLATION BANQUET

The installation of new officers will take place at a banquet on Friday, September 9, at the Gridiron restaurant. Drinks and gathering will be at 7:00, with dinner being served at 7:45. The meal will consist of a 6 oz. filet, baked potato, salad, blueberry muffins, and dessert, at a cost of \$4.95 per person. The evening will be a combination of a program presentation, good food, and camaraderie, in addition to the installation of our new officers: Elaine Bagley, President; Cecilia Owens-Beckham, Vice President; Susie Sappington, Treasurer; Debi Martin, Corresponding Secretary; Charlotte Guinn, Recording Secretary; and Dee McGraw, Fund-Raising Officer. Please make your reservations NOW! Call Judy Giffin at 744-3389 evenings.

## JOIN NOW NOW

MEMBERSHIP FORM:

Please fill out and return to Susie Sappington, 1523 24th Place, Lubbock, Texas 79405.

NAME \_\_\_\_\_ PHONE \_\_\_\_\_

ADDRESS \_\_\_\_\_ ZIP \_\_\_\_\_

- \_\_\_\_\_ \$21 year's membership (National, State & Local Dues) or renewal
- \_\_\_\_\_ \$12 special membership may be elected by those who cannot pay more (such as some retirees, and some students, etc.)
- \_\_\_\_\_ \$6 to join Lubbock chapter; already a member of National NOW
- \_\_\_\_\_ \$4 receipt of Lubbock Newsletter only (non-member)
- \_\_\_\_\_ \$3 receipt of Texas NOW Newsletter (appears quarterly)
- \_\_\_\_\_ \$5 and up Friends of NOW (for information call 795-4637)

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