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## Women's Legislative Agenda Coalition folder 1991 (League of Women Voters Records box 53, folder 26)

Maine League of Women Voters Staff  
*Maine League of Women Voters*

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State House Station #93 • Augusta, Maine 04333 • (207) 289-3417

MEMO TO: Attendees of Advocate Workshop at Women Unlimited  
Conference

FROM: *D. Noone*  
DeBora H. Noone, Assistant to the Executive Director  
Maine Commission for Women

RE: Follow Up Meeting

DATE: November 28, 1990

The Women's Legislative Agenda Coalition is hosting a follow-up meeting to the Women Unlimited Advocate Workshop for the purpose of establishing an agenda, as discussed at the September 18th meeting. Enclosed are notes from this meeting.

Please let the Maine Commission for Women office (289-3417) know whether or not you will be able to attend.

Tuesday, December 18, 1990  
\* Nash School Conference Room  
1:00 p.m. to 5:00 p.m.

\* Nash School is the brick building located at the far corner of the State House parking lot on the corner of Sewall Street and Capitol Street.



September 18, 1990

1. ACTION AGENDA TO END  
ECONOMIC SEGREGATION BY SEX

2. Strategic Planning:

- \* Baseline Information
- \* Vision for Future
- \* Analysis of Gap
- \* Objectives
- \* Action Plans
- \* Implementation

Requires a lot of "noodling time" (Tom Peters)

3. Baseline Information

Successes

What hasn't worked

What you have learned

Barriers to current goals

What are your

strengths  
resources

3a. Baseline -- Success

- \* Got into JAC gender reps.
- \* Women Unlimited  
put together an array of res's
- \* ME Commission for Women serve to monitor  
sexual harass. training in DOL App. Div.
- \* Women's Lobby has econ. task force
- \* Expanding group of women getting involved E.D.
- \* Pre-appren. training for women  
-- Women Unlimited with 5 funding sources

3b.

- \* Working with National Guard to look at how they  
train advance women
- \* Working on Reg. Dept. of Highway to enforce the 6.9  
women's emp. req. (all Fed. funded jobs)

3c. What hasn't worked --

- \* Laws
- \* No group to monitor laws in coordinated way
- \* Limited success of women's organizations to meet goals
- \* Job training system has failed in training women for non-traditional
- \* VTI's & secondary not bringing women into non-traditional training

3d.

- \* Little progress in H.S. curriculum or counseling
- \* Failed to overcome or recognize the depth of resistance
- \* JAC's white males used all their resources to block women's advocate

3e. Barriers

- \* Sexism
- \* Rules are constantly revised to block women entering ...
- \* Internal sexism
- \* Health insurance/child care
- \* Ageism
- \* Lack of leaders in legislature
- \* Lack of support from employers

3f. STRENGTHS/RESOURCES

- \* Commitment of advocates
- \* Experience
- \* Positions of influence
- \* Creativity
- \* Walk fine line
- \* Savvy
- \* Access to power
- \* Credibility
- \* Diverse
- \* Changing WF (2000)

3g.

- \* Networking
- \* Communications
- \* Res. Mgr's (excell)
- \* HAVE FUN!

4. VISION STATEMENT --

Establish Economic Integration of Women .....

5. GAP ANALYSIS --

What needs to happen to move from where we are to  
where we want to be?

6. PRIORITIES --

1. Collaborative communication
  - \* Coalition -- networking
  - \* Advocates develop political analysis/agency
  - \* Clear on who's working on what
  - \* Share more spokesperson responsibilities
  - \* Identify others who should be involved
2. Developing allies in power -- getting them to move  
agenda -- move into power
  - \* Reallocation of resources to address issues --  
Women's Lobby  
Commission for Women  
Individual contributions  
Tax reform
3. Develop new strategies, i.e. common core of learning
  - \* Raise consciousness re:  
sexism  
schools  
parents  
legislature  
workplaces
  - \* Education -- elimination of gender socialization in  
schools
4. Support system/benefits
  - National Health Care, etc.  
within workplace and community

ACTION AGENDA TO END ECONOMIC SEGREGATION BY SEX  
September 18, 1990

7. PRIORITY ONE -- ACTION STEPS

- \* Present to WLAC at October meeting, followed by mid-November political analysis meeting (not just legislature)
- \* Assess WLAC interest & membership
- \* Develop 1991 WLAC agenda: "Eco-Integration of Women"
- \* Concurrently, establish a non-legislative policy agenda -- i.e. impact of Turnpike widening
- \* Outreach to young women
- \* Utilize Comm/women and ME Women's Lobby -- newsletters as vehicles of communication
- \* Provide grass roots advocacy/lobbying -- training for women

7b. PRIORITY TWO -- DEVELOPING ALLIES/REALLOCATION OF RESOURCES

- \* Defining women's development in economic terms
- \* ID who to target (system & individual levels)
  - a. John Fitzsimmons - TCS
  - b. DOL/BETP/JTPA\$  
Chip Jim SDA's
  - c. Bur. Adult & Sec. Education  
Carl Perkins \$
  - d. community  
state legislature
  - e. Federal level
  - f. National advocacy groups  
State community
- \* Develop strategies
- \* Develop leadership & advocacy skills

7c. PRIORITY THREE -- ELIMINATE GENDER SOCIALIZATION IN SCHOOLS AND CURRICULA; RAISE AWARENESS OF EMPLOYERS RE: SEXISM

1. ID members of adv. groups to work with student, teacher, admins, & curr. dev. groups re: issues of sexism
  - a. Dept of Ed. AA Officer re: coord. efforts
  - b. Work with DOL in job training & apprenticeship programs
2. ID expertise of specific adv. groups to generate/dist. press releases, fact sheets, etc., to influence policy-makers in government and industry.
  - a. Generate mailing & media lists
  - b. Emphasize economic impact of sex discrimination/harassment on productivity

ACTION AGENDA TO END ECONOMIC SEGREGATION BY SEX (cont.)  
September 18, 1990

7C. PRIORITY THREE -- (cont.)

3. Speaker's Bureau
4. Org. "adopt"/mentor school class

7d. PRIORITY FOUR -- SUPPORT SERVICES

1. Convene think tank to flush out a Universal Health Ins System
2. Find a sponsor & draft a bill for above
3. Lobby for grants & loans for daycare from Governor's Economic Development Fund. To OBS's, businesses & unions.
4. Lobby for a Legislative Action crating a commission to study rural transportation
5. Increase minimum wage



PROPOSED WLAC BILL

First Regular Session, 115th Legislature

Title of Bill:

Legislative Sponsors:

WLAC Sponsor:

Summary of Bill:

Committee of Reference:  
(Expected)

Fiscal Note:  
(if any)

Anticipated Opposition:  
(if any)





MINUTES  
WOMEN'S LEGISLATIVE AGENDA COALITION  
February 7, 1991  
Cleveland Building Conference Room  
Hallowell, Maine

ATTENDANCE

Chris Rusnov, N.O.W.; Laura Fortman, Me. Coalition Against Rape; Tory Leuteman, Maine Women's Lobby; Carolyn Gray, League of Women Voters; Liz Crandall, Maine Home Economics Assoc.; Loukie Lofchie, Maine People's Alliance; Joanne D'Arcangelo, MWL; Cynthia Langevin, MCW; Kathryn Vezina, Maine State Nurses Assoc.; Katie Fullam, MPA; Audrey Daigle, Displaced Homemakers; Louise Hinkley, BPW; Betsy Mahoney, FPA; Betsy Sweet, MLGPA; Jeanne Hammond, AAUW; Deborah Cravey, AAUW; Chris Hastedt, MAIN.

I. ANNOUNCEMENT

The Maine Coalition Against Rape is holding a Take Back the Night March in Augusta April 19, 1991.

The Maine Women's Agenda Coalition will meet March 2, 1991, from 8:30 to 3:00 p.m.

II. BILLS

Some fact sheets were sent out ahead of the meeting:

Coalition on  
Civil Rights Bill  
Sexual Harassment/Rape Crisis Center Funding/  
Sexual Assault  
Adolescent Pregnancy  
Rape Coalition

WLAC has two agendas:

1. WLAC agenda - highest priority and only those bills that all members can reach consensus on.
2. Secondary - does not require complete consensus but 2/3 agreement and no veto.

Specific discussion of proposed WLAC bills:

1. MPA Campaign to lower auto insurance rates. List of seven bills to do that and indicated they will be opposing the "No Fault Choice" auto insurance bill.

Discussion: Reluctant to add all of these but may do some statement in support of MPA. MPA's highest priority is the Consumer Advocate bill, 10% Rollback bill, and the Safe Driver bill. The level of support was discussed. Need to consider first whether any of these bills would be on WLAC agenda. Although not on the MPA list they are in support. MPA urged support of a bill to repeal the "Household Exclusion".

2. Rape Crisis Coalition bills:

- a. Funding bill for Rape Crisis Centers - sponsored by Senator Joe Brannigan, L.D. 228.

- b. Sexual Assault bills:

- i. Sexual Contact - currently statute does not cover touching of breasts - L.D. 354

- ii. Sexual Assault 17 - a MRSA ss. 253 to add paragraph J to add "unconscious or physically incapable" provision to Gross Sexual Assault.

- iii. Gross Sexual Assault - change classification to Class B in case of person unconscious or physically incapable of resisting.

3. Adolescent Pregnancy bill - further information coming.

4. Maine Women's Lobby:

- a. Sexual Harassment Education and Training in Workplace - see summary sheet - L.D. 399.

- b. New, improved "Family Medical Leave Act" - Lobby is organizing public hearing.

5. Maine Coalition for Family Crisis Services:

Funding Support for Domestic Violence Victims Through Marriage License Fees - L.D. 330. More information may be coming.

6. NOW:

Medicaid Funding for Abortions bill is on hold.

7. Maine Association of Interdependent Neighborhoods:
  - a. Increase AFDC by 5% bill in payment standard and qualification levels.
  - b. AFDC Housing Allowance Increase for those whose housing costs are more than 50% of their income.
  - c. To increase funding for ASPIRE and STAR programs (80% to ASPIRE, 20% to STAR).

8. Other:

"Domestic Violence bill by Department of Labor - Joanne will ask Maine Coalition for Family Crisis Services if they want this bill on WLAC agenda.

9. MLGPA

Civil Rights Bill - printed, L.D. 430.

Timeline:

Deadline for final decision on WLAC agenda bills AND next meeting: Tuesday, February 26, 1991 at 5:30 p.m.

Tentative date for press conference - Thursday, March 7, 1991 between 10 - 11. If problems, alternate date is Monday, March 11, 1991.

### III. PROCEDURAL DETAILS

Reactivate old members, reintroduce need to see about payment from:

AAUW - in works  
MCLU  
MAIN - form coming  
MPA  
MSEA  
MWL  
We Who Care

See list of old members to potentially see if they should be re-invited.

### IV. EMERGENCY LEGISLATIVE ALERT NETWORK (ELAN)

Chris Rusnov - volunteered to be Captain. By next meeting each group will bring stuff back by next meeting. Need persistent committed people for Co-Captains and Constituent Callers. See handout for job description.

V. BUDGET CRISIS

Chris Hastedt and Kit C. have done tremendous work on restoring budget cuts. Much budget work is still to be done. Peggy Pendleton (R), Joan Pendexter (R), Sue Duplessis need push to support Health.

Senate amendment to restore Commission for Women - language and one position (Nancy Clark).

VI. GULF WAR

Group has decided to serve as conduit for information. Spending on war diverts money from other crucial problems affecting women and children. Can we make this statement at our press conference?

Meeting adjourned.

REPORT OF WLAC MEETING OF FEBRUARY 7, 1991

Bills to be introduced to the Legislature were submitted to the group as follows: (I should have received copies of each before the meeting but did not.)

1. Maine People's Alliance - Auto Insurance Reform Bills *no press + im*  
Seven separate bills.

Request the group oppose any attempt to pass "no-fault" automobile insurance as detrimental to non-wage earners because it does not allow them to be compensated for wages or time lost or "pain and suffering", yet makes them pay for a "wages lost" benefit that they cannot collect on. Especially recommend support for a mandatory 10% rate insurance rollback; a reward for safe drivers; and a consumer advocate position for auto insurance rates in the Attorney General's office.

2. Maine Women's Lobby - An act to effect cost savings and ensure worker safety by implementing sexual harassment education and training in Maine workplaces.

3. Maine Coalition Against Rape - 3 bills, each to add or change wording to either clarify or strengthen present laws. Another bill to request crisis intervention funding.

4. Increase AFDC by 5% in two years and provide special housing allowance when it exceeds 1/2 of benefits.

5. Put more money into Aspire (AFDC) and Star (unemployed) programs by adding a surtax on the unemployment tax paid by employers.

6. Domestic Violence Coalition - Unemployment compensation to be made available if a woman has to leave her home and job due to domestic violence.

7. Family and Medical leave provision in businesses with over 25 employees.

8. Domestic Violence Coalition - Dedicate funds from marriage license fees.

\*The group felt this may not be beneficial since the funds for domestic violence were not cut from the General Fund.

9. Medicaid funds for abortion - this bill is now on hold.

Explanation was given as to how WLAC determines support for bills as a group. Primary support would be by group consensus. Secondary support would be a majority with the names of those groups not supporting being absent from the publicity. The date to determine which bills will be supported by WLAC, both primary and secondary support, will be at the next WLAC meeting scheduled for Tuesday, February 26 at 5:30 pm at the Commission on Women Office in Hallowell. A WLAC press conference will be held on March 7th between 10 - 11 am announcing support of bills. LWV will need to determine which of the bills we can support with WLAC.

Membership was discussed. LWV has paid dues but has not filled out the form. (which is why I haven't been receiving any communication).

A decision was made to proceed with The Emergency Legislative Action Network (ELAN) which is explained with the enclosed material. The Appropriations Committee will be the immediate target. Each group is to try to obtain callers from districts represented on the Appropriations Committee. *(This by Feb 26th meeting)*

After discussion of the economics of Operation Desert Storm, it was decided a statement was in order from the group concerning the cost (not the politics). LWV need to determine support for this.

*Form enclosed*

*Carolyn Gray  
WLAC representative*

# MAINE WOMEN'S AGENDA CONFERENCE

## SATURDAY, MARCH 2, 1991

Sponsored by the  
**Maine Federation of Business and Professional Women's Clubs  
and the University of Maine at Augusta**

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**Jewett Hall   o   University of Maine   o   Augusta, Maine**

- 8:30   Registration
- 9:30   Welcome - Caroline Gentile, President, Maine Federation of Business and Professional Women's Clubs
- 9:45   **Keynote Speaker - Senator Nancy Randall Clark, Senate Majority Leader - Women's Agenda: A Maine Perspective**
- 10:30   Workshops
- 11:45   Lunch
- 12:45   **Equal Educational Opportunities for Women - Polly Ward, Associate Commissioner for the Bureau of School Management**
- 1:15   Workshops (morning workshops repeated)
- 2:30   **Women in Politics - Senator Pam Cahill, Assistant Minority Leader**
- 3:00   Adjournment

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### WORKSHOPS

- |                                                    |                                                               |
|----------------------------------------------------|---------------------------------------------------------------|
| <input type="checkbox"/> Workforce 2000            | <input type="checkbox"/> Family Violence                      |
| <input type="checkbox"/> Reproductive Choice       | <input type="checkbox"/> Dependent Care                       |
| <input type="checkbox"/> Influencing Public Policy | <input type="checkbox"/> Exploitation of Women in Advertising |

*Please check two workshops*

Cost: \_\_\_ \$15.00 Pre-Registration, includes lunch (by February 22, 1991); \$20.00 at the door

\_\_\_ I need child care (available only through advance registration no later than February 15, 1991).

Name: \_\_\_\_\_ Tel: \_\_\_\_\_

Address: \_\_\_\_\_

Please make checks payable to Women's Agenda Conference. Mail to Maxine Russakoff, Box 527, Skowhegan, ME 04976. Scholarships available. For more information contact Maxine Russakoff, BPW/Maine Second Vice President, at 473-1117 (Maine). For overnight accommodations contact the Comfort Inn - 623-1000, Howard Johnson's - 623-1551 or other local hotels. Please note: *no snow date*.



# Maine People's Alliance

20 Danforth Street, P.O. Box 17534, Portland, Maine 04101 (207) 761-4400  
Capital Office: 74 Winthrop, P.O. Box 2490, Augusta, Maine 04338 (207) 622-4740

## Summary of Automobile Insurance Reform Bills Supported by the MPA

The following bills have been submitted to the legislature as a consumer-oriented alternative to "no-fault" automobile insurance.

Title: An Act To Repeal Anti-Rebate Laws.

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This bill would allow insurance agents to reduce their commissions through competitive practices and pass the savings on to the customers.

Title: An Act To Repeal Anti-Group Laws.

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This bill would allow consumers to buy group automobile insurance, as they do health insurance, which would be less expensive than individual policies.

X Title: An Act To Create A Consumer Advocate Position for Auto Insurance Rates In The Attorney General's Office.

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This position would be responsible for representing consumer interests at rate hearings and for disseminating public information about auto insurance.

Title: An Act To Require Auto Insurance Rate Increase Approval by the Bureau of Insurance.

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This bill would require that the Bureau of Insurance, in conjunction with the Consumer Advocate, hold a rate hearing for any proposed changes that exceed 5%. In addition, insurance companies would not be allowed to put new rates into effect until they had received confirmation from the Bureau.

X Title: An Act To Require Auto Insurance Companies To Reward Safe Drivers.

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This bill would require that insurance companies give an automatic 25% discount to all drivers whose records for the past three years are clean.

X Title: An Act To Require A Mandatory 10% Auto Insurance Rate Rollback.

Sponsor: Sen. Joe Brannigan Committee: Banking and Insurance

This bill would require that all auto insurance companies roll back their rates by 10% unless the company could prove that it would jeopardize its solvency.

Title: An Act To Prevent Insurance Companies From Tying-In Policies

Sponsor: Rep. Anne Rand Committee: Banking and Insurance

This bill would prevent insurance companies from forcing consumers to buy a second type of insurance as a prerequisite to buying the first; it is common for insurance companies to require consumers to buy homeowners insurance in addition to automobile insurance.

*oppose no-fault*

Summary: These bills are designed to lower auto insurance rates for Maine drivers; over the last five years, auto insurance rates have risen at twice the rate of inflation, forcing many people to drive without insurance. These bills have been offered as an alternative to a "no-fault" auto insurance bill which also claims to lower rates. "No-fault" is detrimental to non-wage earners, such as parents who choose to stay at home, because it does not allow them to be compensated for wages or time lost or "pain and suffering," yet it makes them pay for a "wages lost" benefit that they can not collect on. We are also helping on a bill that would force auto insurance companies to cover children who are injured in an accident.

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DEC 21 1990

LD 399

P.O. Box 15, Hallowell Maine 04347

### W.L.A.C. SUMMARY SHEET

**Title:** AN ACT To Effect Cost Savings and Ensure Worker Safety by Implementing Sexual Harassment Education and Training in Maine Workplaces.

**Sponsors:** Rep. Ann Rand, Prime Sponsor (potential co-sponsors as of 12/20 include Rep. Wendy Ault, Sen. Don Esty, Sen. ~~Don Esty~~)

*Gerry Conley*

**Summary:** Between 50%-70% of all working women will experience some form of sexual harassment on the job at some point during their working years. In addition, a 1988 survey of 160 Fortune 500 companies revealed that costs related to sexual harassment -- such as absenteeism, employee turnover, low morale, reduced productivity, and litigation and/or settlements -- cost the average Fortune 500 company \$6.7 million annually. Studies as well as companies that institute training programs on sexual harassment indicate that education does reduce the incidence -- and therefore the cost -- of sexual harassment. This bill: 1.) Adopts as a state statutory standard the Maine Human Rights Commission regulation defining sexual harassment; 2.) Requires of all employers continuous posting and annual notification of employees that must include at a minimum certain facts concerning sexual harassment, including its definition, its illegality, and legal recourse for victimized employees; 3.) Requires all employers with 15 or more employees to conduct on an annual basis a training program that at a minimum must include information about sexual harassment, such as its definition, penalties under the law, and the rights and responsibilities of both employers and employees in preventing and/or responding to incidents of sexual harassment in the workplace; and 4.) Increases civil penal damages to \$10,000/\$25,000/\$50,000 for first, second, and third offenses, respectively (currently at \$5,000/\$7,000/\$10,000).

Potential Allies: Women's & civil rights organizations, Labor organizations, victims of harassment

Possible Adversaries: Chamber of Commerce & other employer advocates

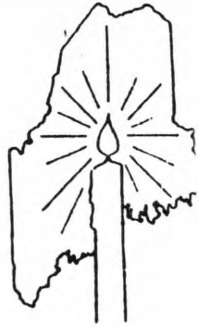
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For More Information, Contact:

Joanne D'Arcangelo, Lobbyist  
Maine Women's Lobby  
P.O. Box 15  
Hallowell, ME 04347  
622-0851 (O)  
623-1220 (State House Message Service)

# Maine Coalition Against Rape

P.O. Box 5326, Augusta, ME 04332



LD 228

SPONSOR: Senator Joseph C. Brannigan

LEGISLATION: An Act to Meet the Increased Need for Crisis Intervention and Community Education Services Provided by Rape Crisis Centers In Maine.

ORGANIZATIONAL CONTACTS:

Laura Fortman, Maine Coalition Against Rape, 626-3425; Deborah Dembski, Legislative Chair, Maine Coalition Against Rape, 743-9777.

ALLOCATION:

To the Department of Human Services, Bureau of Social Services, to provide funding for rape crisis centers.

Bureau of Social Services:	FY91	FY92
All Other	\$180,000	\$180,000

Funds to be utilized for staffing and operating expenses for the 10 Maine rape crisis centers to maintain and expand ongoing outreach, direct services and coordination of resources in rural areas of the State.

STATEMENT OF FACT

According to statistics provided by the state police, UCR Division reported rape increased 23.5% during the reporting period 1988 and 1989. During this same period of time, sexual assault calls reported to the currently existing 10 centers increased by 167%. Request to maintain present work load and increase our mission to include community response efforts. Broadening the efficiency of existing services will include additional training for service providers already employed in the community and respond to requests from rural areas presently underserved.

*3 other bills to strengthen existing laws*

*Lighting the way to understanding sexual assault and violence.*

Women's Legislative Agenda Coalition - Emergency Legislative Alert Network

E.L.A.N.

We know this is going to be a tough year. In order to be effective the member organizations of WLAC must be more efficient than ever. On that road we are proposing to establish ELAN. If every organization agrees to do its part we will be able to be highly effective lobbyists with a minimum of effort on any one person's or organizations' shoulders.

Basically we need to be able to have a targeted response to individual legislators on committees. Instead of alerting an entire organizational phone tree to get calls to one legislator, ELAN will allow us to have many people from different organizations call a legislator about the same issue. They won't know what hit 'em!

It works like this: we start with the Appropriations committee since that is where the action will be this year. We designate a committee captain who the lobbyist or organization who needs help will call. That captain will call the necessary co-captain or captains and explain what needs to be done. Those co-captains will then activate a local phone tree made up of members of each of WLAC's groups in that area to actually call the legislator. Then, we win. Isn't that easy? What follows is an organizational schema and the job descriptions for each of the people designated on the schema.

At the WLAC meeting we must decide whether or not we will take this on. I strongly recommend it as I think it will be relatively easy to do and it will be VERY effective.

*This was agreed upon at the Feb. 7<sup>th</sup> meeting*

EMERGENCY LEGISLATIVE ALERT NETWORK

Captain  
Alternate

<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>Co-Capt</u> Alt	<u>CC</u> Al	<u>CC</u> Al	<u>CC</u> Al
1.	1.	1.	1.	1.	1.	1.	1.	1.	1.	1	1	1
2.	2.	2.	2.	2.	2.	2.	2.	2.	2.	2	2	2
3.	3.	3.	3.	3.	3.	3.	3.	3.	3.	3	3	3
4.	4.	4.	4.	4.	4.	4.	4.	4.	4.	4	4	4
5.	5.	5.	5.	5.	5.	5.	5.	5.	5.	5	5	5
6.	6.	6.	6.	6.	6.	6.	6.	6.	6.	6	6	6
7.	7.	7.	7.	7.	7.	7.	7.	7.	7.	7	7	7
8.	8.	8.	8.	8.	8.	8.	8.	8.	8.	8	8	8
9.	9.	9.	9.	9.	9.	9.	9.	9.	9.	9	9	9
10.	10.	10.	10.	10.	10.	10.	10.	10.	10.	10	10	10

Co - Captain (Senator Ruth Foster)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Lorraine Chonko)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Judy Paradis)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Mike Michaud)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Clyde Hichborn)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Charlene Rydell)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Donny Carroll)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Judy Foss)

Name \_\_\_\_\_  
Address \_\_\_\_\_  
\_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Gary Reed)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Mary MacBride)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Rep. Roger "Chick" Pouliot)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (unfilled)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_



Organizational WLAC Representative

JOB: Must identify your organizational members in 13 targeted areas

Must contact these members to get firm commitment from them to fulfill above duties

Must provide name, address, phone 1, phone2 to committee captain promptly

Must get all relevant fact sheets, copy them and send them to designated constituent callers

Must be willing to help find co-captains and captain

Must have and keep committee lists designating towns represented by Appropriation Committee Members

**ALL THIS MUST BE COMPLETED BY ~~JANUARY 31~~!!!!!!**  
February 26

OPTION: IF your organization want to create individual phone trees based from a constituent caller feel free to do so - but it is not a WLAC responsibility

JOB DESCRIPTIONS AND RESPONSIBILITIES - E.L.A.N.

Committee Captain and Alternate (1)

JOB: Be called by lobbyist/organizational representative for particular bill.

Make calls to co-captains for targeted lobbying (average 3-6 calls)

Describe action necessary - have any new specifics from lobbyist.

REQUIREMENTS:

Should be able to be reached during the day.

Should be able to make long-distance calls during the day or immediately after work hours

Be persistent in reaching co-captains or alternates

Co-Captains and Alternates (13 of each)

JOB: Live in District of Targeted Representative

Receive and keep track of WLAC fact sheets for bills

Be available to receive calls during the day

Be willing to make 5-10 local calls within a 24 hour period

Must be persistent in successfully completing calls.

Constituent Callers (65-130)

JOB: Live in District of Targeted Representative

Receive and keep track of WLAC fact sheets

Be able to receive calls during the evening

Be willing to call Senator/Representative at home or in Augusta (toll-free number) about specific issues as needed

Must be persistent in making **PERSONAL** contact with legislator

Organization \_\_\_\_\_

Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_

Earliest to call \_\_\_\_\_  
Latest to call \_\_\_\_\_

Alternate Committee Captain:

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Sen. Michael Pearson)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Co - Captain (Sen. Joseph Brannigan)

Name \_\_\_\_\_  
Address \_\_\_\_\_

Organization \_\_\_\_\_  
Phone (Work) \_\_\_\_\_  
(Home) \_\_\_\_\_  
Earliest to Call \_\_\_\_\_  
Latest to Call \_\_\_\_\_

Appropriations and Financial Affairs  
State House — Room 228  
Tel: 289-1635

**Senators:** Michael D. Pearson (D-Penobscot), Chair  
Joseph C. Brannigan (D-Cumberland)  
RUTH FOSTER (R-Hancock)

**Representatives:** [REDACTED]  
Lorraine N. Chonko (D-Topsham)  
[REDACTED]  
Roger M. Pouliot (D-Lewiston)  
Donnell P. Carroll (D-Gray)  
[REDACTED]  
Judith C. Foss (R-Yarmouth)

MICHAEL MICHAUD (D-MILLINOCKET)  
JUDY PARADIS (D-FRENCHVILLE)  
CHARLENE RYDELL (D-BRUNSWICK) Co C. *Jay Traneel (14022)*  
MARY MACBRIDE (R-PRESQUE ISLE)  
GARY REED (R-FALMOUTH) Co C. *Cynthia (LOW)*  
HOUSE

SENATE

District 6

Michael D. Pearson (D-Penobscot)  
PENOBSCOT COUNTY — Alton, Bradford, Burlington, Charleston, Corinth, Edinburg, Enfield, Exeter, Garland, Glenburn, Greenbush, Howland, Hudson, Kenduskeag, LaGrange, Lakeville, Lee, Levant, Lincoln, Lowell, Old Town, Passadumkeag, Penobscot Indian Reservation, Springfield, Winn, Webster Plantation and the unorganized townships of Argyle, Summit and Grand Falls

District 29

Joseph C. Brannigan (D-Cumberland)  
CUMBERLAND COUNTY — Portland: Ward 1 Precincts 1, 2, 3, 4, 5, 6, 7; Ward 2 Precincts 1, 2, 3, 4, 5; Ward 3, Part of Precinct 1; Precinct 3, part of Precincts 4 & 5

*Ruth Foster* District 12

*Ruth Foster* (R-Hancock)

HANCOCK COUNTY — Amherst, Aurora, Bar Harbor, Blue Hill, Brooklin, Brooksville, Cranberry Isles, Dedham, Deer Isle, Eastbrook, Ellsworth, Frankin, Frenchboro, Gouldsboro, Great Pond, Hancock, Lamoine, Mariaville, Mt. Desert, Osborn, Otis, Sedgwick, Sorrento, Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Waltham, Winter Harbor, and the unorganized territories of Central Hancock and East Hancock  
KNOX COUNTY — Isle Au Haut

CHONKO, Lorraine N. (D-Topsham) New Lewiston Road, Pejepscoot, Maine 04067; Representing District 73: Part of Bowdoinham, Topsham. (Seat 121) Home Tel: 725-8993. Committees: Appropriations and Financial Affairs, House Committee on Elections. Legislative Service: 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th.



POULIOT, Roger M. (D-Lewiston) 70 Irwin Street, Lewiston, Maine 04240; Representing District 69: Part of Lewiston. (Seat 10) Insurance Salesman. Home Tel: 784-6805; Bus. Tel: 782-4489. Committees: Appropriations and Financial Affairs, House Committee on Elections. Legislative Service: 110th, 111th, 112th, 113th, 114th.



CARROLL, Donnell P. (D-Gray) P.O. Box 1320, Gray, Maine 04039; Representing District 44: Gray, New Gloucester. (Seat 48) Manager — Ambulance Company. Home Tel: 657-4028; Bus. Tel: 772-4459. Committee: Appropriations and Financial Affairs. Legislative Service: 111th, 112th, 113th, 114th.

NEXT PAGE

# Appropriations Comm. HEE MEMBERS — 115th (CONT')



FOSS, Judith C. (R-Yarmouth) RR 1, Box 310, Cousins Island, Yarmouth, Maine 04096; Representing District 40: North Yarmouth, Part of Yarmouth. (Seat 63) Legislator. Home Tel: 846-5246. Committee: Appropriations and Financial Affairs. Legislative Service: 112th, 113th, 114th.



HOUSE  
RR 5, Box 5367, Woodward P.  
RYDELL, Charlene B. (D-Brunswick) ~~Bar-~~ RD.  
beau Drive, Brunswick, Maine 04011; Representing District 42: Part of Brunswick. (Seat 32) Social Service Consultant. Home Tel: 725-5803. Committee: Banking and Insurance (Chairman). Legislative Service: 112th, 113th, 114th.



MICHAUD, Michael H. (D-East Millinocket) P.O. Box W, East Millinocket, Maine 04430; Representing District 134: Chester, East Millinocket, Maxfield, Medway, Mount Chase, Patten, Stacyville, Woodville, and Seboeis Plantation, plus unorganized territories. (Seat 142) Millworker. Home Tel: 746-9069. Committee: Energy and Natural Resources (Chairman). Legislative Service: 110th, 111th, 112th, 113th, 114th.

MacBRIDE, Mary H. (R-Presque Isle) 63 Hillside Street, Presque Isle, Maine 04769; Representing District 142: Blaine, Bridgewater, Monticello, Part of Presque Isle, Westfield, and E. Plantation. (Seat 57) Legislator, Apartment House Owner and Operator. Home Tel: 769-0421; Bus. Tel: same. Committees: Judiciary, Bills in the Second Reading, Engrossed Bills. Legislative Service: 109th, 110th, 111th, 112th, 113th, 114th.



PARADIS, Judy A. (D-Frenchville) RFD #1, Box 1009, Madawaska, Maine 04756; Representing District 150: Fort Kent, Frenchville, Saint Agatha. (Seat 123) Educator. Home Tel: 728-4854; Bus. Tel: 728-3371. Committee: Education. Legislative Service: 113th, 114th.



REED, Gary W. (R-Falmouth) 14 Hamlin Road, Falmouth, Maine 04105; Representing District 39: Part of Cumberland, Falmouth, and Part of Portland. (Seat 43) Manager, Data Processing. Home Tel: 797-4809; Bus. Tel: 856-4389, Ext. 2359. Committees: Business Legislation, Labor. Legislative Service: 113th, 114th.

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## DIRECTORY OF THE HOUSE



HICHBORN, Clyde A. (R-LaGrange) P.O. Box 39, LaGrange, Maine 04453; Representing District 132: Burlington, Edinburg, Enfield, Greenbush, Howland, LaGrange, Lakeville, Lee, Lowell, Passadumkeag, Springfield, Argyle and Summit Townships, Carroll Plantation, plus unorganized territory. (Seat 126) Retired. Home Tel: 943-2631. Committees: Transportation, Leaves of Absence. Legislative Service: 99th, 100th, 101st (Senate), 112th, 113th, 114th.

MARTIN, John L. (D-Eagle Lake) P.O. Box 250, Eagle Lake, Maine 04739; Representing District 151: Allagash, Ashland, Castle Hill, Chapman, Eagle Lake, Masardis, New Canada, Portage Lake, St. Francis, and Garfield, Nashville, Ox-bow, St. John, Wallagrass, and Winterville Plantations, plus unorganized territories. Educator. Home Tel: 444-5560; Bus. Tel: 444-5556. Committee: Rules and Business of the House (Ex Officio). Speaker of the House; Chair, Legislative Council. Legislative Service: 102nd, 103rd, 104th, 105th, 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th.





State House Station #93 • Augusta, Maine 04333 • (207) 289-3417

NOW AVAILABLE FROM THE MAINE COMMISSION FOR WOMEN

10 LEGAL RIGHTS FACT SHEETS  
"Women's Rights, Women's Responsibilities"

ORDER FORM

Please send us:

\_\_\_\_\_ Packets (all 10 fact sheets)

\_\_\_\_\_ Domestic Violence

\_\_\_\_\_ Education - Discrimination

\_\_\_\_\_ Divorce - Property Settlement

\_\_\_\_\_ General Assistance

\_\_\_\_\_ Divorce - Parental Rights  
and Responsibilities

\_\_\_\_\_ Posters

\_\_\_\_\_ Pay Equity

\_\_\_\_\_ Employment - Maternity  
Rights

\_\_\_\_\_ Housing

\_\_\_\_\_ Employment - Sexual  
Harassment

\_\_\_\_\_ Employment -  
Discrimination in  
Hiring and Promotion

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_



Cleveland Building    Hallowell Annex    Hallowell, Maine



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### DIVORCE - PARENTAL RIGHTS AND RESPONSIBILITIES

#### The Law

In Maine, child custody is now referred to as parental rights and responsibilities. Under this law there are three possible decisions that can be made by the court: "Sole parental rights and responsibilities" (one parent has custody); "Shared parental rights and responsibilities" (both parents share legal custody, but the children may live with only one parent most of the time); or "allocated parental rights and responsibilities" (the court assigns or gives certain rights and responsibilities to each parent).

The court will decide where the child will live after Custody looking at several factors, including:

- \* where the child would like to live
- \* where the child has been living
- \* the child's relationship with the parents
- \* the parent's ability to care for the child

As of October 12, 1989, the State of Maine has adopted new Child Support Guidelines. These guidelines provide a formula for determining the amount of money each parent should pay to support their children. This is called the "parental support obligation". Each parent is required to fill out a child support worksheet, which includes information on income and child-related expenditures. This must be turned into the court three days before mediation or a hearing.

#### Laws to Protect You

#### Mediation

Couples must attend mediation whenever they cannot agree on issues pertaining to parental rights. The cost is \$60.00 for a session that lasts between two and three hours. If necessary, another session may be scheduled at no extra cost. If one has a lawyer, it is recommended that the lawyer attend the session.

The court's main concern is the best interests of the child. The court will decide the parental rights and responsibilities of each parent in the following areas:

- \* the physical residence of the child
- \* parent-child contact (visitation)
- \* support
- \* support for medical and dental care
- \* issues pertaining to education and religion
- \* travel boundaries

The court usually awards joint legal custody or shared parental rights and responsibilities. With both parents sharing responsibility the decision-making rights of the parent who is not necessarily responsible for the day-to-day care of the child has expanded. The following describes the difference between types of parental responsibilities:

- Physical custody - that parent who carries out the day-to-day responsibilities of child rearing.
- Legal custody - that parent (usually both) who has the right to make decisions concerning the child's residence, education, religious training, medical care, etc. and may initiate legal action on behalf of the child.

## Procedure for Filing a Complaint

Every parent has a legal responsibility for the welfare of their child. If one parent is not cooperating in meeting his/her obligations, one may take action by contacting the Department of Human Services (DHS). DHS has the authority to:

- enforce support orders
- establish child support
- locate missing parents
- establish paternity
- protect a child from abuse or neglect



## Resources

\* The Department of Human Services  
Division of Support Enforcement  
State House Station # 11  
Augusta, ME 04333  
289-2886 or 626-8020

Toll free numbers:

Biddeford: 1-800-322-1919  
Portland: 1-800-482-7520  
Lewiston: 1-800-482-7517  
Augusta: 1-800-452-1926  
Rockland: 1-800-432-7802  
Bangor: 1-800-432-7825  
Caribou: 1-800-432-7366

## Statistics

- Families maintained by women have a poverty rate three times that of all families - and five and a half times that of married couples.
- 4.5 million female householders have annual incomes under \$5,000.
- Over 1/3 of all families headed by women have incomes below the poverty level.
  - . 51% of Latino households
  - . 50% of black households
  - . 28% of white households



\* The Department of Human Services  
Aid to Families with Dependent Children  
State House Station # 11  
Augusta, ME 04333  
289-2826

\* Maine Lawyer Referral Services  
124 State Street  
Augusta, ME 04330  
622-1460

\* Maine Volunteer Lawyers Project  
4 Milk Street  
Portland, ME  
1-774-4348  
1-800-442-4293





## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### EMPLOYMENT - SEXUAL HARASSMENT

#### The Law

Sexual harassment on the job is considered to be a form of sex discrimination. It is illegal under the Maine Human Rights Act. If you are the receiver of "unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature which threatens job security, working conditions, or advancement opportunities", then you are being sexually harassed.

Such illegal behavior should be reported to a Supervisor when:

- \* It is implied or made apparent to you that giving in or not giving in to sexual advances will affect whether you are hired, fired, or promoted.
- \* Any type of sexual harassment is interfering with your work performance or creating an intimidating, hostile, or offensive working environment.

An employer cannot punish you for making a sexual harassment complaint or for aiding in an investigation of a sexual harassment complaint.

#### Enforcing the Law

- Let the harasser know you will not accept sexual advances. Tell him to stop, either verbally or in written form. Studies show that presenting a harasser with a letter not only gives the victim a sense of control, but gives the harasser an attitude about his behavior, which may result in his stopping this behavior.
- Write down insulting suggestions, actions, or remarks. Include the time, date, and place of the incident as well as names of those who may have witnessed this happen. If a letter has been written to the harasser, this will serve as another piece of recorded evidence.
- Talk to people you work with and your supervisor or the supervisor of the harasser. If you are in a union, talk to the union steward. Employers are required by law to take all steps to prevent sexual harassment.

#### Procedure for Filing a Complaint

- Contact the Maine Human Rights Commission to file a complaint within six months (180 days) of the date when the incident occurred.
- A fact finding conference between the person filing the complaint and the employer will be set to resolve the problem. If reasonable grounds for this complaint are found, both parties will try to reach a voluntary agreement.
- If a voluntary agreement cannot be reached, the case will be referred to the Commission Counsel with a request for litigation. Litigation may result in court directives to:
  - cease harassment;
  - hire, rehire, promote, or appropriately reassign the victim;
  - accept or reinstate the victim in a union;
  - (re)imburse the victim with back pay.

## Resources

- \* Maine Human Rights Commission  
State House Station 51  
Augusta, ME 04333  
289-2326
- \* National Sexual Harassment  
Legal Backup Center  
Working Women's Institute  
593 Park Avenue  
New York, NY 10021  
212-838-4420

## Written Resources

- \* "A Working Woman's Guide to her  
Job Rights", U.S. Dept. of  
Labor, Office of the Secretary,  
Women's Bureau, Washington, D.C.  
20210 (January 1984, Leaflet 55)

## Statistics

The Working Women's Institute in New York handles hundreds of inquiries every month about incidents of sexual harassment. From their work they presume that "sexual harassment has been so common that until recently it has been accepted as an inevitable condition of women's employment."

- 1984 study - 70% of women in all occupations have experienced sexual harassment
- From a "Working Woman" (Dec.1988) survey - a typical Fortune 500 company with 23,750 employees spends \$6.7 million per year in absenteeism, low productivity and employee turnover as a result of sexual harassment

This project is made possible by an IOLTA grant from the Maine Bar Foundation.  
The Fact Sheets are researched and written by Debora H. Noone.



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### EMPLOYMENT: MATERNITY RIGHTS

#### The Law

It is against state and federal law to discriminate against a pregnant woman. If a pregnant woman believes that she is being treated differently from those who work with her, or if she has been laid off, fired, or not hired, she is able to file a complaint with the Maine Human Rights Commission.

#### Laws to Protect You

##### \* Federal Civil Rights Act

In 1978 Title VII of the Federal Civil Rights Act of 1964 was amended to further restrict sex discrimination in the workplace by including pregnancy, childbirth, or related medical conditions.

**“It is against the law for an employer to refuse to employ a woman because she is pregnant or to terminate her employment, force her to go on leave at an arbitrary point during pregnancy, or penalize her in reinstatement rights (i.e., denying credit for previous service, accrued retirement benefits, and accumulated seniority).”**

##### \* The Maine Human Rights Act

The Maine Human Rights Act states, under its employment guidelines, that pregnancy must be treated as any other temporary physical disability with regard to hiring, firing, promotion, insurance plans and other terms and conditions of employment. If a pregnant woman is able to work, she is not to be treated in a manner different from other persons able to work.

Women who are unable to work because of a disability or illness resulting from pregnancy must be treated no differently from other employees who are unable to work because of other disabilities or illnesses.

##### \* The Family Medical Leave Act

In Maine, the Family Medical Leave Act (FMLA) was enacted in 1988. This states that an employer (with 25 or more employees in one location) must grant 8 weeks of unpaid leave to an employee. The employee may be granted leave for: childbirth, adoption of a child 16 years of age or less; or the serious illness of a child, parent, or spouse.

The employee must have worked for at least twelve consecutive months. The employee must give the employer at least 30 days notice. When the employee returns to work, that employee is entitled to the same position or one with equivalent seniority status, employee benefits, pay and other terms and conditions of employment.

#### Procedure for Filing a Complaint

A complaint for discrimination under the Federal Civil Rights Act or the Maine Human Rights Act may be filed with the Maine Human Rights Commission office in Augusta.

- You must file a complaint with the Maine Human Rights Commission (MHRC) not more than 180 days after the date of the act of discrimination. This complaint will automatically be filed with the Equal Employment Opportunity Commission (EEOC) if the company you work for employs more than 15 people.

- A fact finding conference between the person filing the complaint and the employer will be set to resolve the problem and/or investigate the complaint.

- . The complaint will be dismissed if reasonable grounds have not been found that unlawful discrimination has occurred.
- . If reasonable grounds for the complaint are found, then both parties will try to reach a voluntary agreement. A lawsuit may be filed if no agreement is reached.

If a company violates the Family Medical Leave Act, a complaint may be filed against the employer in a court of law.

## Statistics

- . Three out of five (60%) of working women have no form of maternity leave.
- . In 1985, 45% of mothers of newborns worked in clerical and sales jobs, 31% in blue collar jobs - and only 24% in higher paying "professional" jobs.
- . It is estimated that more than half of first-time mothers are employed at some time during pregnancy.
- . There are some companies with health promotion programs that offer a prenatal education component.
- . Eighty-five percent of working women in the U.S. are expected to become pregnant during their working lives.



## Resources

\* Maine Human Rights Commission  
State House Station 51  
Augusta, ME 04333  
(289-2326)

\* Maine Civil Liberties Union  
97 A Exchange Street  
Portland, ME 04101  
(774-5444)

\* EEOC - Boston Area Office  
JFK Federal Building  
Room 409-B  
Boston, MA 02203  
(617-565-3200)

\* Bureau of Labor Standards  
State Office Building  
Augusta, ME 04333  
(289-6400)



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### DOMESTIC VIOLENCE

#### The Law

There is protection available under the law for victims of abuse. When an adult has been abused s/he may seek redress through the law. The law states that abuse is:

- \* Attempting to cause or causing bodily injury or offensive physical contact.
- \* Attempting to place or placing another in fear of imminent bodily injury.

The victim may respond to violence or the threat of violence with criminal or civil proceedings, or both. It is not necessary to hire a lawyer or initiate divorce proceedings in order to get protection under the law.

A network of family crisis service organizations are available to provide shelter, advice and support.

#### Enforcing the Law

To escape an abusive situation one should:

- Remain calm
- Leave the scene of abusive treatment as quickly as possible.
- Seek medical attention.
- Call police and file a report with them (the abuser may be arrested or detained).

#### Procedure for Filing a Complaint

The court clerk will help one file a complaint against an abuser.

- no fees will be charged to the victim. Clerical assistance will be provided when filling out the forms. These forms include:

- Complaint for Protection from Abuse

- Motion for Temporary Order

- Affidavit for Temporary, Emergency Relief from Abuse

- Emergency relief, in the form of temporary orders, may be put into effect to protect the victim (these orders direct the abuser to refrain from going on the premises of the victim's residence or place of employment).

- The alleged abuser has the right to a trial at a later date.

#### Written Resources

★ "Information Guide for Abused Women in Maine", by Lisa Pohlmann, Skeek Frazee, Merrill Cousin

Send to:

Family Crisis Services  
P.O. Box 642  
Rockland, ME 04841

★ "Protection From Abuse - A Guide to Getting a Court Order Without a Lawyer"

Obtained from most libraries  
Police stations, Pine Tree  
Legal Assistance, Volunteer  
Lawyers Project, and shelters.

## Resources

Maine Coalition for Family Crisis Services (umbrella organization for battered women's organizations) all operate 24 hours a day.

### MAIN OFFICES/SHELTERS AND COUNTIES SERVED BY EACH OFFICE

- |                                                                                                         |                                                                               |                                                                             |
|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| * Auburn<br><u>Abused Women's Advocacy Project</u><br>783-2402<br>Oxford, Franklin, Androscoggin        | * Augusta<br><u>Family Violence Project</u><br>623-3569<br>Somerset, Kennebec | * Bangor<br><u>Spruce Run Association</u><br>947-3569<br>Penobscot, Hancock |
| * Caribou<br><u>Family Support Center</u><br>769-8251<br>Aroostook                                      | * Dover-Foxcroft<br><u>Woman Care</u><br>564-8165<br>Piscataquis              | * Ellsworth<br><u>Spruce Run Association</u><br>667-2426<br>Hancock         |
| * Farmington<br><u>Abused Women's Advocacy Project</u><br>778-6107<br>Franklin                          | * Houlton<br><u>Family Support Center</u><br>532-4004<br>Aroostook            | * Machias<br><u>Womankind</u><br>255-4785<br>Washington                     |
| * Portland<br><u>Family Crisis Shelter, Inc.</u><br>774-HELP or 1-800-537-6066<br>Cumberland, Sagadahoc | * Presque Isle<br><u>Family Support Center</u><br>769-8251<br>Aroostook       | * Rockland<br><u>New Hope for Women</u><br>594-2128<br>Knox, Waldo, Lincoln |
| * Sanford<br><u>Caring Unlimited</u><br>324-1802<br>York                                                | * Skowhegan<br><u>Family Violence Project</u><br>474-8860<br>Somerset         |                                                                             |

### OTHER RESOURCES

- |                                                                                  |                                                                                              |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| * Pine Tree Legal Assistance<br>39 Green Street<br>Augusta, ME 04330<br>622-4731 | * Volunteer Lawyers Project<br>4 Milk Street<br>Portland, ME<br>1-774-4348<br>1-800-442-4293 |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|

### Statistics

Victims of abuse are not alone. According to the Center for Women's Policy Studies, at least 1.8 million women in the United States are beaten in their homes each year. The Center estimates that this figure stands for less than half of the actual abuse cases which occur.

- Every 18 seconds a woman is battered in the United States (1979 FBI Crime Report)
- Annually in Maine, there are approximately 48,000 incidents of domestic violence
- Between 1983 and 1987, the number of women seeking refuge at battered women's shelters increased by 100%
- Wife beating crosses all religious, ethnic, economic, and educational lines

This project is made possible by a grant from the Maine Bar Foundation.  
The Fact Sheets are researched and written by Debora H. Noone.



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### EMPLOYMENT DISCRIMINATION IN HIRING AND PROMOTION PROCEDURES

#### The Law

It is against the law to refuse to hire or promote a person or to discriminate against an individual. Sex discrimination in employment occurs if there is inequality in the terms and conditions of that employment, such as difference in wages paid or in the benefits received for equal work.

Although this list does not include all discriminatory acts, you should be aware that you have been discriminated against if an employer has refused to hire or promote you because:

- \* the job has historically been held by men;
- \* it is claimed that, as a female, you have characteristics which would not enable you to perform the job (i.e., height, weight, strength, temperament);
- \* it has been perceived that you have family obligations as a wife and/or mother which would interfere with the performance of a job;
- \* it has been assumed that co-workers, clients, or customers do not feel comfortable or capable of working with a woman.

Additionally, you have been discriminated against if:

- \* as a woman you are being paid less than a man performing largely the same job;
- \* you are fired because you become pregnant or have an abortion;
- \* the conditions of your pension or insurance benefits are different from those of a man.

#### Laws to Protect You

Title VII of the Civil Rights Act of 1964 and the Maine Human Rights Act make it illegal on the basis of race, color, religion, sex, or national origin to:

- refuse to hire or to discharge an individual;
- discriminate in compensation, terms, conditions, or privileges of employment;
- segregate or classify employees or applicants.

Equal Pay Act of 1963:

- Men and women must be paid equal wages for equal work. Equal work is not necessarily identical work but that which requires equal skill, effort, and responsibility performed under similar working conditions. (from Women, Work and Wages, eds. Treiman and Hartmann.)

It is often difficult to prove or measure illegal discriminatory treatment. If you believe that you are being discriminated against for any of the aforementioned reasons, it is important to document interviews, discussions, and meetings. Any questions or concerns should be reported to the Maine Human Rights Commission as quickly as possible to insure that your complaints are filed within the specified time allotted after the incident.

## Procedure for Filing a Complaint

- Call or write the Maine Human Rights Commission
- File a complaint within 180 days of the act of discrimination
- Your complaint will be investigated
- If the complaint is not resolved, legal action may be taken.

## Resources

- \* Maine Human Rights Commission  
State House Station 51  
Augusta, ME 04333  
289-2326  
(to file complaint)
- \* Maine Civil Liberties Union  
97A Exchange Street  
Portland, ME 04101  
774-5444
- \* Equal Employment Opportunity  
Commission  
Boston Area Office  
JFK Federal Building  
Room 409-B  
617-565-3200  
(in most cases complaints filed  
with MHRC will also be filed with EEOC)
- \* Women's Legal Defense Fund  
2000 P Street, N.W.  
Suite 400  
Washington, D.C. 20036  
(202) 887-0364  
(national advocacy organization that offers extensive re-  
sources to women and their attorneys)

## Written Resource (for additional detailed information)

- \* Sex Discrimination in the Workplace: A Legal Handbook (\$7.95) Women's Legal Defense Fund
- \* "Legal Rights Fact Sheet for Working Women" Maine Civil Liberties Union

## Statistics

Statistics show that the labor participation of women in the workforce has grown over the last twenty to thirty years, especially for women with children under the age of three. They also show that women who choose jobs in what has traditionally been a male-dominated field will earn far more than those who hold jobs in traditional female-dominated fields. It is important that women have access to jobs that provide them with benefits and a chance for advancement. Women will continue to remain at a disadvantage if working conditions for women are not equal to those of men.

- Labor force participation of women aged 16 or over has risen from 38.3% in 1963 to 52.9% in 1983.
- Labor force participation of women age 25 to 34 has risen from 36% in 1960 to 69% in 1983.
- In Maine, during the fiscal year 1988, of the 509 discrimination charges filed with the Maine Human Rights Commission, 87% alleged discrimination in employment, the majority filed on the basis of sex.
- Women working full time made 70% of earnings for full time male employees in 1987





## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### DIVORCE - PROPERTY SETTLEMENT

#### The Law

Since the 1970's divorce laws in many states have been revised to make property distribution more equal. In Maine, all property acquired during marriage by either husband or wife (with some exceptions) is marital property and should be divided equally when the couple separates or divorces. This is true even if title to the property is only in one spouse's name.

The principle behind this method of property division is that during the marriage the efforts of both wife and husband contributed equally to the acquisition of the property, and therefore it should be divided equally when the couple splits up. This is true even if one spouse did not work outside the home, or did not earn as much money as the other spouse.

#### Laws to Protect You

##### Mediation:

As of 1984, the State of Maine requires that couples with children who cannot agree on some aspect of the divorce (custody, property, etc.) attend a mediation session. The cost is \$60.00 for a session which may last between two and three hours. If necessary, another session may be scheduled at no extra cost. If one has a lawyer, it is recommended that the lawyer attend the session.

Exceptions to the law will be made for "extraordinary cause". For example, it would be difficult for a battered woman to negotiate with the person who is accused of abusing her.

##### Disposition of Property:

In Maine, the court shall divide "marital" property after considering such factors as:

- how much each spouse has contributed when acquiring property during the marriage, including the contribution of a spouse as homemaker
- the value of the property owned by each individual spouse

- the economic circumstances of each spouse at the time the property will be divided, including the need of one spouse to own or live in the family home when that spouse has custody of any children.

"Separate" property, that property which is not "marital" property, is private property which one spouse brought into the marriage or acquired during the marriage by gift, bequest, devise or descent. This property is kept by the spouse who owns the property.

#### Procedure for Filing a Complaint

"Pro se" divorce, one in which you represent yourself, has been legal in Maine since the early 1970's. There is a book which will explain step-by-step procedures for filing for divorce without a lawyer. However, if children or property are involved it

is highly recommended that one seek professional help.

### Resources

- \* Maine Lawyer Referral Services  
124 State Street  
Augusta, ME 04330  
622-1460
- \* Maine Volunteer Lawyer Project  
4 Milk Street  
Portland, ME  
1-774-4348 or 1-800-442-4293

### Written Resources

- \* "Do Your Own Divorce in Maine" 1988, updated version \$12.95
- \* "Mediation of Domestic Relations Cases in Maine" pamphlet  
Court Mediation Service  
Judicial Department  
State of Maine  
Augusta, ME 04333

### Statistics

- Terminated Marriages: 

	<u>1963</u>	<u>1979</u>
by death:	66.31%	49.77%
by divorce:	33.69%	57.33%
- In 1930 there were six marriages for every divorce; in 1981 there were two marriages for every divorce.
- Families maintained by women have a poverty rate three times that of all families, and five and a half times that of married couples.



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### **GENERAL ASSISTANCE**

#### **The Law**

The State of Maine requires, by law, that each town have a general assistance program. Money from this program is used to meet basic living expenses of those who do not have enough money to do so themselves.

The state law requires that each town set up certain terms to meet the requirements of this law. These requirements are used to determine who will be qualified to receive assistance.

#### **Laws to Protect You**

Anyone may complete an application for general assistance. In most towns, a person must apply through the town office or by calling a selectman. Each request for assistance is confidential.

If you are found eligible for assistance, you will be given a voucher for the amount you need to pay your bills above what you earn. You should estimate your living costs by listing your expenses for: rent or mortgage, electricity, heating and cooking fuel, water and sewer, telephone, food, clothing, transportation, medicine and other medical expenses, and taxes.

You may live in your own home and own a car and still receive assistance. However, you may be expected to sell a second car, snowmobile, boat, or other recreational vehicles. The person assisting you will explain the regulations.

You may receive general assistance even though you receive other benefits, such as food stamps, AFDC benefits, social security or veteran benefits, or unemployment, and even if you are employed but unable to pay your bills for the expenses listed above. However, each town has a maximum amount which they judge to be reasonable and ade-

quate to maintain health and decency. If you believe the town maximum does not sufficiently meet your needs you may request an exception. If you do not believe that you have been treated fairly you may ask for help from one of the services listed in the resource section.

#### **Procedure for Applying**

If you do not have enough income or benefits to meet your basic living needs:

- Call your town office or selectman.
- Request the opportunity to apply in writing.
- Bring a list of expenses and receipts.
- If employed, bring proof of income for you and all those living in your household who actively contribute to the support of the household.

Once you have submitted a written application, the town must return a written decision to you within twenty-four (24) hours. Once assistance is granted, you or any other able-bodied household member may be required to repay it by working for the town, as long as it does not interfere with the jobs you or others may already have.

## Resources

- \* Local town office or selectman
  - \* Pine Tree Legal Assistance  
Augusta  
622-4731  
(Look in the Yellow Pages for offices outside the  
Augusta area)
  - \* Maine Volunteer Lawyers Project  
P.O. Box 547, DTS  
Portland, ME 04112  
1-800-442-4293  
or 774-4348 (in Portland area)
  - \* Displaced Homemakers  
Stoddard House  
University of Maine, Augusta  
Augusta, ME 04330  
622-7131 or 1-800-442-2092
  - \* Department of Human Services  
general assistance  
1-800-442-6003  
289-3691 (in Augusta)
- (You may be referred to offices handling AFDC, food stamps, medicaid, Women, Infants and Children, or the Family Crisis Assistance Program)

## Statistics

- 1/4 of working mothers have husbands who earn less than \$10,000 a year.
- More than three out of four people living in poverty are women and children.
- Almost 2/3 of people over 65 had incomes of less than \$10,000 in 1985 (72% of all elderly poor are women)
- Only 40% of women with children living below the poverty level have been awarded child support - and one-third receive no payments.



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### PAY EQUITY

#### The Law

The concept of pay equity, or comparable worth, is not just equal pay for work of equal value. It means that different jobs with similar elements such as skill, effort, responsibility, training, experience, and working conditions may be rated equally, and therefore must receive the same pay.

At the national level, the 99th Congress asked for a complete study of the federal pay system. As of 1986, all but four states have addressed the question of pay equity at some level. At this point, there are still no specific laws governing pay equity, but it is argued that Title VII of the Civil Rights Act addresses this issue.

#### Laws to Protect You

Title VII of the Civil Rights Act of 1964 prohibits wage discrimination on the basis of sex, race, color, religion or national origin. In 1981, the Supreme Court determined that claims of discriminatory undercompensation are not barred by the defenses in Title VII just because the jobs are not "substantially equal". That is to say, different jobs with similar qualifications and experience should be paid the same. This decision opened the door to develop objective criteria for job evaluation. However, in 1985, the Equal Employment Opportunity Commission disagreed with this decision.

The battle continues between those who are for and against comparable worth policies. Many jobs, which are held predominantly by women, still pay lower wages. For this reason, objective methods and criteria must be used to re-evaluate jobs in order to eliminate discrimination. Objective evaluation of two different jobs may begin to improve pay for "women's work".

In Maine, it is illegal for employers to pay different wages for jobs which have similar requirements relating to skill, effort and responsibility, because of the gender of the employee.

#### Procedure for Filing a Complaint

Workers who believe they are not being paid equally to those who hold jobs with similar requirements or skills, can address their complaint to the Maine Human Rights Commission or talk to a union representative within the workplace.

- Call the Maine Human Rights Commission to set up an appointment to explain your complaint.
- If reasonable grounds for a discrimination case is found by the Maine Human Rights Commission, the Commission may be able to.
- Resolve the problem with the employer or you may proceed to court with the Commission's help.

## Resources

\* Maine Human Rights Commission  
State House Station 51  
Augusta, ME 04333  
207-289-2326

\* Maine Civil Liberties Union  
97A Exchange Street  
Portland, ME 04101  
207-774-5444

\* Equal Employment Opportunity Commission  
Boston Area Office  
JFK Federal Building  
Room 409-B  
Boston, MA 02203  
617-565-3200

\* National Commission on Pay Equity  
1201 Sixteenth Street, N.W.  
Suite 420  
Washington, D.C. 20036  
202-822-7304

• Publication list available as well as a list of other organizations (women's/civil rights/unions/associations) represented on Board of Directors

\* Maine Commission for Women  
State House Station 93  
Augusta, ME 04333  
207-289-3417

\* Department of Labor  
State House Station # 54  
Augusta, ME 04333  
207-289-3788

## Statistics

- In 1986 annual earnings for full-time women workers was only 64.3 cents to every \$1.00 earned by men.
- Differences in men's and women's education, labor force experience and work interruptions account for only 14.6% of the wage gap (1984 Census Bureau).
- Fifty-nine percent of all women would have to change jobs to achieve a fully sex-integrated workforce.
- Average income for women with 4 or more years of college (\$14,679) is only slightly higher than the average income for men with 1 to 3 years of high school (\$12,117).
- A 1986 study found that for each additional percentage point of females in an occupation, the median annual earnings was decreased by \$42.00.



## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### HOUSING

#### The Law

##### Housing Discrimination

Under the Maine Human Rights Act, the Child Discrimination Act, and the Federal Fair Housing Act, Title VIII, it is against the law to discriminate against a person because s/he has children or is a welfare recipient. It is also against the law to discriminate against persons because of race, color, sex, physical or mental handicap, religion, ancestry, or national origin.

These laws must be upheld by any owner, real estate agent, managing agent, or other person who is selling, renting, or leasing housing accommodations.

##### Rights of Tenants

If you believe your rights as a tenant have been violated by the landlord, you may require legal assistance. Tenants have rights surrounding such issues as security deposits, rules, eviction, unsafe environment, repairs, and landlord's access to the premise, under the Maine landlord-tenant law of 1987.

#### Enforcing the Law

Complaints of discrimination in housing are handled by the Maine Human Rights Commission (MHRC). As a state agency, all services provided by the Commission are free of charge.

\* Boston Regional HUD Office  
Thomas P. O'Neill Office Building  
10 Causeway Street  
Boston, MA 02222  
(617) 565-5308  
1-800-424-8590

#### Resources

##### Discrimination

- \* Maine Human Rights Commission  
State House Station # 51  
Augusta, ME 04333  
(207) 289-2326
- \* Housing Hotline (questions or complaints)  
1-800-458-8821 (8 a.m. - 5 p.m.)

##### Rights of Tenants

- \* Pine Tree Legal Assistance  
Augusta  
(207) 622-4731
- \* Attorney General's Office  
Consumer Affairs Division  
Augusta  
(207) 289-3066

## Affordable/Available Housing

- \* Maine State Housing Authority  
P.O. Box 2669  
Augusta, ME 04330  
(207) 623-2981  
1-800-452-4668
- \* Salvation Army  
local offices
- \* Family Crisis Assistance Program  
Department of Human Services  
Augusta, ME  
289-3691 or 1-800-442-6003

## Written Resources

- \* "The Rights of Tenants in Maine"  
Pine Tree Legal, 1987
- \* "Maine's Fair Housing Laws",  
Maine Human Rights Commission,  
1989
- \* "Maine Rental Housing Guide",  
Maine State Housing Authority,  
1988

## Statistics

- Charges filed with the MHRC have risen from 5.1% in 1978 to 7.9% in 1988.
- 1.9% of housing charges filed in 1988 (up from .8% in 1982) related to discrimination against children.
- The number of calls to the MSHA from people who are homeless or at risk of being homeless has increased by 74% in the two years from 1986 to 1988.
- The fastest growing group of homeless people in Maine is families with children.
- Over 7,000 renters in Maine are paying over a third of their income for shelter.
- Waiting lists for subsidized housing in Maine total over 20,000 families.
- The median price of a single family home rose 51% in Maine between 1981 and 1986.





## WOMEN'S RIGHTS

## WOMEN'S RESPONSIBILITIES

### EDUCATION DISCRIMINATION

#### The Law

Title IX of the 1972 Education Amendment provides protection from discrimination to women in four areas: school admission's policy, student's rights, sports programs, and jobs in education.

No person in the United States shall, on the basis of sex, be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

An act of discrimination can be fairly easy to recognize when it applies to one sex only or when it is noticeable that men and women are being treated differently. However, practices, policies, or procedures that treat both sexes the same and appear to be fair may, in fact, be discriminatory. (i.e., limiting the number of older students enrolling in educational programs might be considered discriminatory action because there are more non-traditional students who are female than male.)

There are several federal regulations and acts which are designed to give women and minorities equal educational opportunities. These are:

- . Department of Labor regulations - May 1978 -  
These require sponsors of apprenticeship programs with more than five apprentices to make a specific effort to recruit women and minorities.
- . Job Training Partnership Act (JTPA), 1982 -  
Federal laws prohibit discrimination in educational and vocational programs and establishes programs and services to help overcome the effects of past sex role stereotyping and sex discrimination.
- . Vocational Education Act- 1976 -  
The State Department of Education requires the hiring of a sex equity coordinator whose focus is to prevent discrimination or stereotyping of women and girls in state vocational education programs.

#### Laws to Protect You

In Maine, it is illegal to deny an individual the opportunity to participate in all educational, counseling, vocational guidance programs, and all apprenticeship and on-the-job training programs because of the individual's sex or a physical or mental handicap.

#### Procedure for Filing a Complaint

In Maine, complaints of discrimination in education are handled by the Maine Human Rights Commission (MHRC). An institution may not punish the person bringing the charges of discrimination or the person who may testify against the institution.

- Send letter of complaint outlining the action which is believed to be discriminatory to the Maine Human Rights Commission.
- If the Commission determines that there are reasonable grounds to believe that unlawful discrimination has occurred, it may file a civil action in Superior Court for the benefit of the victim of the discrimination. The individual may also have rights under Title IX to file an action in federal court.

## Resources

- \* Maine Human Rights Commission  
State House Station 51  
Augusta, ME 04333  
289-2326
- \* Department of Education  
Affirmative Action Officer  
State House Station # 23  
Augusta, ME 04333  
289-5854
- \* Office of Civil Rights  
U.S. Dept. of Education  
Washington, D.C. 20201-2516

## Written Resources

- \* "Title IX...because it's only fair", PEER (Project on Equal Education Rights)  
P.O. Box 28066  
Washington, D.C. 20005  
or
- \* "Anyone's Guide to Filing a Title IX Complaint", PEER (included in Title IX information packet - \$2.95)
- \* "A Working Woman's Guide to Her Job Rights"  
U.S. Department of Labor  
Office of the Secretary  
Women's Bureau  
Washington, D.C. 20210

## Statistics

Title IX was implemented to promote equality in education, both for students and employees. Since Title IX affirmative action procedures and policies have been established, both male and female students are now being counseled in pursuing a career path right for them rather than choosing only traditional fields, and schools have actively recruited women to fill administration positions.

Between 1972 and 1980:

- The number of women participating in college sports increased by 250%
- The number of girls participating in high school sports increased from 7% to 35% in all students in sports
- The number of women in: medical school increased from 11% to 26%; law school increased from 10% to 34%; veterinary school increased from 12% to 39%

In Maine, women still represent only:

- 4% of state superintendents of schools
- 4% of secondary school principals
- 27% of elementary school principals
- 21% of senior (1,091) administrative jobs in education

In 1986 - median income:

- woman with four years of college - \$22,412
- man with high school diploma - \$24,701



State House Station #93 • Augusta, Maine 04333 • (207) 289-3417

FROM: The Maine Commission for Women  
RE: Legal Rights Fact Sheets  
DATE: February 1, 1991

Through a grant provided by the Maine Bar Foundation, the Maine Commission for Women (MCW) has researched and written ten legal rights fact sheets called "Women's Rights, Women's Responsibilities". These fact sheets cover topics in the areas of employment, education, violence, and divorce. Each fact sheet is a synopsis of rights, available services and support resources.

Our objective is to distribute these fact sheets throughout Maine to low-income and transitional women. We hope these women may be able to gain a better understanding of their basic legal rights and responsibilities.

Because we have identified you as an agency/organization that can help us, the MCW requests your support in assisting us to distribute the legal rights fact sheets to our target population. We are able to provide as many as ten copies of each fact sheet for our initial statewide distribution.

I have enclosed a packet with samples, a flyer to post in your office, and an order form. Please indicate the number of fact sheets in each category which you believe that your office will use in the next four months. If you should use up your ordered supply we will be happy to provide you with more materials.

We appreciate your cooperation in helping us reach this target population. If we can answer any questions, please contact us at the MCW office at 289-3417.





Privacy

### MISSION STATEMENT

The Women's Legislative Agenda Coalition (WLAC) will work to improve the social, economic, and political status of women and for the equality of all Maine citizens. WLAC shall advocate for legislation that enhances the freedom and dignity of women, including the maintenance and expansion of human rights and reproductive freedom. WLAC will resist any attempts to abridge these rights.

WLAC will monitor and review legislation for its impact on women and will put forth a legislative agenda that supports its mission.

### MEMBERSHIP

WLAC is an organization comprised of member organizations who support the WLAC Mission and who agree to the following:

1. Organization responsibilities:

Membership responsibilities include, but are not limited to, the following:

- a. Regular attendance at WLAC meetings by the organization's representative or designee.
- b. Willingness to initiate legislation and/or contribute to the research, advocacy and public education necessary to promote the WLAC legislative effort. This includes a commitment to testify on behalf of WLAC at legislative hearings.
- c. Establish an effective system within the member organization in order to make timely decisions regarding issues and bills as they progress through the legislative process.

d. Organize a method within the member organization to mobilize grassroots support for WLAC legislation.

2. Dues

Membership dues shall be based on an organization's ability to support WLAC. The recommended fee is \$25.00 annually, beginning in July of each year. No organization will be denied membership because of inability to pay. All dues collected shall be used for operating expenses.

OPERATING PROCEDURES

WLAC members will conduct a workshop on legislative advocacy at the beginning of each legislative session for member organizations.

In advance of the legislative session, WLAC will consider those initiatives for which member organizations seek WLAC's support. WLAC representatives will then present to their organizations each piece of legislation on which support is requested, and be prepared at subsequent WLAC meetings to indicate the organization's approval or disapproval.

WLAC will set a legislative agenda by reaching consensus. All groups present must agree and those groups that are absent will be given a designated time period within which to respond. Those not responding are assumed to be in consensus with WLAC's position. All statements concerning the agenda will be issued on WLAC stationery which lists member organizations.

Proposed WLAC legislative initiatives must be shown to be within the framework of the Mission Statement. It is recommended that organizations seeking active support from WLAC make available fact sheets detailing their proposed legislation.

WLAC also may support or oppose legislation if 2/3 of its member organizations agree to support the bill(s) and no member organization vetoes support because the bill(s) is in opposition to that member organization's principles. All statements concerning WLAC's position on such legislation will be released on WLAC stationery which does not list member organizations who have indicated their lack of support for such legislation.

If no member organization is willing to take the lead in organizing action on a particular bill, WLAC will not include the bill in its legislative package.

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WLAC will be utilized as a forum for discussion of emerging political issues. Educational materials presented will be distributed to individual WLAC organizations.

IMPORTANT NOTICE!!

October, 1989

Dear WLAC Member:

You will note that several newly revised WLAC documents are enclosed with the minutes: a mission statement, a membership agreement, and a set of operating procedures. It is very important that your organization review these documents carefully.

The mission statement has been redrafted to ensure that all WLAC organizations share a fundamental commitment to human rights and reproductive freedom.

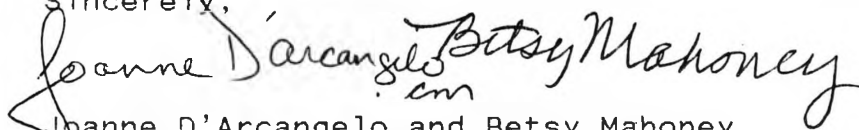
The membership agreement and the operating procedures were revised to prevent problems such as the one that arose during the last legislative session. As some of you may recall, there was a lack of communication within and among WLAC organizations on one of the more controversial issues on our agenda, which sent a mixed message to legislators and the media as to where WLAC stood on that issue. We hope to avoid this situation in the future through the enclosed revisions.

The new membership agreement and the operating procedures were designed to: 1) streamline operational procedures to enhance communication within WLAC organizations, and 2) ensure that WLAC can project a united front on all issues on the WLAC agenda.

Again, please read these documents carefully and ask your organization to approve them. Please sign the membership agreement and bring it to the next WLAC meeting on October 16, or send it to WLAC, c/o Maine Commission for Women, State House Station #93, Augusta, Maine 04333, by October 31.

Thank you for your cooperation.

Sincerely,

Handwritten signatures of Joanne D'Arcangelo and Betsy Mahoney. The signature for Joanne D'Arcangelo includes the initials 'cm' below it.

Joanne D'Arcangelo and Betsy Mahoney  
773-0815 622-7524

For WLAC



## MISSION STATEMENT

The Women's Legislative Agenda Coalition (WLAC) was formed in 1983 to improve the social, economic, and political status of women and to work for equality for all Maine citizens. WLAC will put forward a legislative agenda during each state legislative session that will improve women's immediate economic and social conditions and will institute laws and policies to enhance women's economic and social status. WLAC is comprised of a wide range of member organizations who agree with our overall objectives and who are willing to initiate legislation and to contribute to the research, lobbying, and public education necessary to make our legislative efforts successful. Each piece of legislation WLAC supports will move all Maine citizens to the goals of full equality.

## WLAC RECOMMENDED MEMBERSHIP AND OPERATING PROCEDURES

### Membership

To qualify for membership in WLAC, organizations must:

1. Agree to WLAC's Mission Statement
2. Pay Membership dues based on the organizations' ability to pay (with a recommended annual fee of \$25) to be used for operating expenses. No organization will be denied membership because of inability to pay.
3. Assign a member to testify on behalf of WLAC on one of WLAC's bills at a minimum of one hearing per legislative session.
4. Have a timely decision-making process to deal effectively with the speed of the legislative process.
5. Send representatives regularly to WLAC meetings.
6. Identify members to participate in legislative phone trees.

OPERATING PROCEDURES

WLAC members experienced in testifying and lobbying will conduct a workshop at the beginning of each legislative session for organizations' representatives inexperienced in lobbying and testifying.

WLAC will set a legislative agenda by reaching consensus. All groups present must agree and those groups that are absent will be given a designated time period within which to respond. Those not responding are assumed to be in consensus with WLAC's position. All statements concerning the slate will be issued on WLAC stationery which lists member organizations.

WLAC also may support or oppose legislation if 2/3 of its member organizations agree to support the bill(s) and no member organization vetoes support because the bill(s) is in opposition to that member organization's principles. All statements concerning WLAC's position on such legislation will be released on WLAC stationery which does not list member organizations. However, member organizations which support the legislation will be listed in the statement.

If no member organization is willing to take the lead in organizing action on a particular bill, WLAC will not include the bill in its legislative package.

WLAC will be utilized as a forum for discussion of issues with the intent that the educational materials presented will be shared with the individual members of organizations represented.





MINUTES  
WOMEN'S LEGISLATIVE AGENDA COALITION  
March 19, 1991

PRESENT: Kathy Huff, MCFCS; Donna Serkbeil, MLGPA; Cynthia Langevin, MCW; Chris Hastedt, M.A.I.N.; Betsy Mahoney, FPA; Linda Wilcox, MWL; Audrey Daigle, DPH; Caroline Gray, LWV; Martha Isreal, Resolve; Jean Hammond, AAUW; Katie Fullam, MPA; Joanne D'Arcangelo, MWL.

Martha Joreal of Resolve, an advocacy group of families experiencing infertility presented information regarding proposed legislation. The bill defines infertility as a gynecological problem that would be covered under insurance. 70% of insured are already covered. Bill is aimed at those physicians who are not billing in such a manner as to get coverage and to individuals filing their own claims. State employees already have this language in their policy.

Opposition may be from insurance companies resisting further mandates.

Family Planning will probably be the WLAC sponsor pending legislative committee approval.

Betsy Mahoney announced that WLAC Adolescent Pregnancy Coalition bill was mistakenly printed with large fiscal note and that it would be removed by amendment.

L.D. 1096 - no hearing yet scheduled.

Cynthia Langevin discussed the Turnpike Authority and Audit and Program Review bills. Senator Bev Bustin has been approached for possible meeting times to review how Audit and Program Review can analyze impact of programs on women and children.

Chris Hastedt reported that tax coalition group will meet Wednesday, March 20th at 10 a.m. and 6 p.m. at All Souls Church to form study group to develop fair taxation principles.

Kathy Huff reminded representatives to submit more names for the phone tree.

## LEGISLATIVE HEARING SCHEDULE

L.D. 103 - Family Medical Leave - March 20th

L.D. 676 - Health and Safety Insurance Bill - April 3 at 1:30 in  
Labor Committee

L.D. 701 - Community rating for health insurance - Thursday

L.D. 835 - to extend spousal impoverishment provisions - March 27

L.D.'s 733, 814, 354, 554, and 513 - all relating to gross sexual  
assault will be heard the week of April 9th

Increased funding bills for STAR and ASPIRE will be heard the  
week of April 9th.

Joanne D'Arcangelo and Cynthia Langevin reported that the Civil  
Rights hearing was packed with good, "succinct, focused"  
testimony presented by proponents.

Senator Charles Pray is neutral regarding the marriage license  
fee increase.

WLAC press conference statements were distributed. Liz Crandall  
stated it was printed in the Brunswick Times Record. Maine  
Women's Lobby will be reimbursed by WLAC for the printing costs.  
JoAnne will inform Louise.

The issue of consensus was discussed. Press conference date was  
also discussed. The importance of timelines and necessity of  
fact sheets was stressed.

Structure of WLAC was addressed. Rotating co-chairs was  
instituted to share responsibility and communication chores. MCW  
will serve as co-chair until July 1st. Audrey Daigle is willing  
to be co-chair for the same time frame.

MCW will represent the Commission and WLAC on sexual harassment  
bill (L.D. 399) during the week of April 9th.

The next meeting will be April 16, 1991. The third Tuesday of  
every month will be the new schedule including May 21st and June  
18th at 5:30 p.m. Audrey Daigle will chair the next meeting and  
Cynthia Langevin will be the scribe.

## ANNOUNCEMENTS

Cynthia announced that the MCW will tentatively be holding  
another speak out on the State of the State April 11 in  
Brunswick.

The Women's Lobby is holding its annual Chocolate Event on April 24 from 6 - 9 p.m. It will be announced in the newsletter. Also, a cocktail party fundraiser will be held April 9 at the Senator in Augusta.

Nancy Randall Clark will hold a personal fundraising breakfast on April 10.

Requests for the MCW mailing list will be accepted for women's organizations.

Audrey Daigle requested that WLAC members be encouraged to write to Olympia Snowe to thank her for her co-sponsorship of the federal civil rights act and to let her know that we support her position.



WOMEN'S LEGISLATIVE AGENDA COALITION  
MEMBERSHIP LIST

1990-1991 Members

American Association of University Women - Maine Division  
Association of Child Abuse & Neglect Councils, Maine  
Association of Interdependent Neighborhoods, Maine  
Business & Professional Women, Maine  
Displaced Homemakers Project  
Family Planning Association of Maine  
Home Economics Association, Maine  
League of Women Voters of Maine  
Maine Coalition for Family Crisis Services  
Maine Coalition Against Rape  
Maine Commission for Women  
Maine Lesbian/Gay Political Alliance  
Maine People's Alliance  
Maine State Employees Association  
Maine State Nurses Association  
Maine Women's Lobby  
National Council of Jewish Women  
National Organization for Women, Maine  
We Who Care  
WIC Directors Association of Maine

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The 1992 Primary WLAC Agenda

1. LD 399. AN ACT to Effect Cost Savings and Ensure Worker Safety by Implementing Sexual Harassment Education and Training in Maine Workplaces. The bill would adopt as a state statutory standard the Maine Human Rights Commission regulation defining sexual harassment; require all employers to post information about the definition, its illegality and legal recourse for victimized employees; require all employers with 15 or more employees to conduct annual training; and increase civil penalty damages. -- Maine Women's Lobby
2. LD 103. AN ACT to Amend the Law Concerning Family Medical Leave. The bill would require employers to maintain their share of health insurance premiums while the worker is on leave and would extend the period of unpaid leave from 8 to 18 weeks. -- Maine Women's Lobby. The public hearing will be held the week of March 18.
3. LD 330. AN ACT to Increase Funding to Programs Dealing with Domestic Violence. The bill would increase the present \$10 marriage fee license to \$50 to fund the increase. -- Maine Coalition for Family Crisis Services
4. LD 285. AN ACT to Amend the Domestic Relations Law. The bill would add domestic violence to the factors a court may consider in determining the best interests of a child in awarding parental rights and responsibilities. -- Maine Coalition for Family Crisis Services
5. LD 676. AN ACT to Modify the Employment Security Laws so that Disqualifications are not Imposed on Individuals Who are Forced to Leave Work Due to Domestic Violence. The bill would permit individuals who have been forced to leave their jobs in order to escape domestic violence to be eligible for unemployment benefits. -- Maine Coalition for Family Crisis Services
6. LD 228. AN ACT to Meet the Increased Need for Crisis Intervention and Community Education Services Provided by Rape Crisis Centers in Maine. The bill would increase state funding by \$180,00 in SFY 91 and \$180,000 in SFY 92. -- Maine Coalition Against Rape
7. LD 354. AN ACT to Amend the Definition of Sexual Contact. The bill would categorize touching of breasts, given the conditions defined in the law, as a sexual assault. -- Maine Coalition Against Rape
8. LD 733. AN ACT Relating to the Definition of Gross Sexual Assault Under the Maine Criminal Code. The bill would change from a Class C to a Class B crime sexual assault that is perpetrated on someone who is unconscious or otherwise physically incapable of resisting and has not consented to the sexual act. -- Maine Coalition Against Rape
9. LD 814. AN ACT to Amend the Law Relating to Gross Sexual Assault. The bill would make situations in which the victim has not expressly or impliedly acquiesced in the sexual act illegal. This change would make how the law treats gross sexual assault consistent with its treatment of

unlawful sexual contact. -- Maine Coalition Against Rape

10. LD 430. AN ACT to Prevent Discrimination. This bill would amend the Maine Human Rights Act to add "sexual orientation" as a protected class and would, thus, prohibit discrimination in employment, housing, public accommodations, and credit. -- Maine Lesbian/Gay Political Alliance. The hearing date is March 18, 1:00 p.m., Room 113, SOB.
11. AN ACT to Improve the Standard of Living for Low Income Children. The bill would increase AFDC benefits by 5 percent in SFY 92 for a total state cost of \$2,069,671 and an additional 5 percent in SFY 93 for a total state cost of \$4,132,684. -- Maine Association of Interdependent Neighborhoods
12. AN ACT to Establish a Special Housing Allowance for the AFDC Program. The bill would provide an additional approximately \$50 a month to AFDC families whose housing costs equal or exceed 50 percent of their income. There is no net cost to the State for this bill since many AFDC families now receive municipal general assistance to help pay their housing costs. -- Maine Association of Interdependent Neighborhoods
13. AN ACT to Improve and Expand Job Training Opportunities for Maine Citizens. The bill would increase funding for the ASPIRE and STAR programs by establishing a "training assessment" on the total wages paid by each employer, allow Unemployment Compensation claimants to continue to receive up to 26 additional weeks of training, and increase the wage base upon which unemployment compensation tax contributions are made. -- Maine Association of Interdependent Neighborhoods
14. AN ACT to Create a Consumer Advocate Position for Auto Insurance Rates in the Attorney General's Office. This position would be responsible for representing consumer interests at rate hearings and for disseminating public information about auto insurance. -- Maine People's Alliance
15. AN ACT to Improve Services to Pregnant and Parenting Teens. The bill would increase the number of pregnant and parenting teens receiving services such as prenatal care, counseling, case management services, and child care. State dollars currently being spent on these services would be matched with federal Medicaid funds so there would be no increase to the State. -- Family Planning Association

# An Act to Provide a Medical Definition of Infertility and Guarantee Insurance Benefits for this Disease

“It is never the wrong time to do the right thing.” — *Martin Luther King*

## Background

Infertility is recognized within the medical community and by the American Fertility Society as a disease related to gynecology, urology and several other medical specialties. It is not limited to one specific organ or system of the body. It is often found associated with other physiological disorders and may require treatment by several different medical specialties.

Insurance companies, however, continue to deny coverage for infertility problems on an archaic assumption that infertility can be readily distinguished from other medical conditions. This approach is flawed medically, confusing to the patient, and unpredictable in administration. Gynecological/urological care and infertility care are inter-related and often inseparable. To claim otherwise results in exclusion of certain infertility diagnoses and treatments while other infertility procedures are routinely covered.

Furthermore, because the exclusion is based on a flawed medical principle, policy language is often unclear and inconsistently interpreted — claims processors simply do not understand the medical complexities and overlap inherent in infertility treatment. The present system is unpredictable and inequitable, and unfairly denies many infertile couples access to medical treatment for their disease.

## Objective

The proposed legislation is intended to update medical definitions which are no longer correct in order to guarantee benefits which are not currently being administered consistently or equitably. This act can best be defined as a clarification and modification of benefits already partially provided — albeit inconsistently — rather than the addition of an entirely new benefit.

## Average Maine Families Suffer Most

Infertility strikes without regard to socio-economic status. Wealthier couples can spend savings or borrow to pay for medical treatment. It is the working middle and lower income families who are denied access to infertility treatment because they lack both insurance and personal resources.

Furthermore, under the current system better educated persons are more likely to get better insurance coverage. Those who understand the complexities of the system get the highest reimbursement. Those who in good faith rely on the system for the fair administration of benefits get substantially less in insurance reimbursement. Typically, the average Maine family isn't familiar with medical terms and cryptic insurance language, and thus is less successful in submitting claims in a way that increases the likelihood of reimbursement. **The bottom line: those who pay the most can least afford it.**

## Business Decisions Should Not Set Our Social Policy

Allowing insurance companies the right to “choose” to cover infertility gives them the power to decide who can or cannot have children. We don't give insurance companies the right to determine who lives and who dies. We don't allow insurance companies to determine how many children we may have by limiting maternity benefits. We certainly should not give them the ability to determine who can and cannot have children.

**Policies That Include Infertility are Cost Competitive**

State of Maine employees currently have infertility coverage in their Blue Cross/Blue Alliance of Maine policy, so clearly it is possible to offer infertility coverage at an affordable rate. Also, an informal survey by Resolve of Maine\* of policies being sold in Maine has shown that those who offer infertility coverage do not have higher premiums than those who exclude the disease.

**Legislative Action in Other States**

Many states have acknowledged that having a family should not be a privilege for the rich. Nine states now require infertility to be included in insurance policies which include maternity benefits (specific language varies state to state):

Arkansas	Hawaii	Rhode Island	Massachusetts
California	Maryland	Texas	New York
Connecticut			

*Twenty-four other states have similar initiatives in progress.*

**Statistics**

- Infertility affects 1 in 6 couples. (OTA, p. 56)
- Current estimates are that available medical technologies will be able to help 50% of infertile couples. (OTA, P. 131)
- Not all couples experiencing infertility seek treatment. An estimated 51% of those with primary and 22% of those with secondary infertility seek treatment. (OTA, p. 4)
- Infertility represents only 0.1% of total health care costs. (OTA, p. 4)
- In the United States, between 70-80% of all infertility treatment is covered by health insurance. (OTA, p. 149)

*OTA refers to a major study entitled **Infertility: Medical and Social Choices**, May 1988. Study conducted and funded by the US Congress, Office of Technical Assessment.*

**Bill Sponsors**

**Nancy Clark, D Freeport**  
**Elizabeth Mitchell, D Vassalboro**  
**Joe Garland, R Bangor**

*\*Resolve of Maine is the state chapter of the national organization Resolve Inc., which provides education, assistance and support to infertile people and associated professionals.*



1991 PRIMARY WLAC AGENDA

AN ACT ...	LD #	SPONSORS
to Amend the Law Concerning Family Medical Leave.	LD 103	Rep. Marge Clark, (D) Brunswick Speaker John Martin, (D) Eagle Lake Sen. Nancy Randall Clark, (D) Cumberland Sen. Stephen Estes (D), York
to Meet the Increased Need for Crisis Intervention and Community Education Services Provided by Rape Crisis Centers in Maine	LD 228	Sen. Joseph Branningan, (D) Cumberland Rep. Charlene Rydell, (D) Brunswick Sen. Nancy Randall Clark, (D) Cumberland
to Amend the Domestic Relations Law.	LD 285	Rep. Mary Cathcart, (D) Orono Rep. Pat Stevens, (D) Bangor Sen. Paul Gauvreau, (D) Androscoggin Sen. Muriel Holloway, (R) Lincoln
to Increase Funding to Programs Dealing with Domestic Violence.	LD 330	Rep. Peter Manning, (D) Portland Rep. Ruth Joseph, (D) Waterville Sen. Joseph Branningan, (D) Cumberland Rep. Judy Paradis, (D) Frenchville
to Amend the Definition of Sexual Contact	LD 354	Sen. Muriel Holloway, (R) Lincoln Sen. Beverly Bustin, (D) Kennebec Rep. Pat Stevens, (D) Bangor Sen. Paul Gauvreau, (D) Androscoggin
to Effect Cost Savings and Ensure Worker Safety by Implementing Sexual Harassment Education and Training in Maine Workplaces.	LD 399	Rep. Anne Rand, (D ) Portland Rep. Wendy Ault, (R) Wayne Sen. Donald Esty, (D) Cumberland Sen. Gerard Conley, (D) Cumberland
to Prevent Discrimination.	LD 430	Sen. Gerard Conley, (D) Cumberland Rep. Pat Stevens, (D) Bangor Sen. Barbara Gill, (R) Cumberland Rep. William O'Gara, (D) Westbrook
to Modify the Employment Security Laws so that Disqualifications are not Imposed on Individuals Who are Forced to Leave Work Due to Domestic Violence.	LD 676	Rep. Edward Pineau, (D) Jay Rep. Peter Hastings, (R) Fryeburg Sen. Donald Esty, (D) Westbrook Rep. Mary Cathcart, (D) Orono

1991 PRIMARY WLAC AGENDA

AN ACT ...	LD #	SPONSORS
Relating to the Definition of Gross Sexual Assault Under the Maine Criminal Code.	LD 733	Sen. Paul Gauvreau, (D) Androscoggin Sen. Muriel Holloway, (R) Lincoln Rep. Peter Hastings, (R) Fryeburg
to Amend the Law Relating to Gross Sexual Assault.	LD 814	Sen. Muriel Holloway, (R) Lincoln Sen. Paul Gauvreau, (D) Androscoggin Rep. Susan Farnsworth, (D) Hallowell
to Improve the Standard of Living for Low Income Children.	no LD yet	Rep. Donnell Carroll, (D) Gray Sen. Joe Brannigan, (D) Cumberland Rep. Roger Pouliot, (D) Lewiston Rep. Lorraine Chonko, (D) Topsham
to Establish a Special Housing Allowance for the AFDC Program.	no LD yet	Rep. Libby Mitchell, (D) Vassalboro Speaker John Martin, (D) Eagle Lake Rep. Don Strout, (R) Corinth Rep. Lorraine Chonko, (D) Topsham
to Improve and Expand Job Training Opportunities.	no LD yet	Sen. Donald Esty, (D) Westbrook Rep. Ann Rand, (D) Portland Rep. Marge Clark, (D) Brunswick Speaker John Martin, (D) Eagle Lake
a Resolve to Develop a Statewide Health Insurance Plan in Maine.	no LD yet	Sen. Dale McCormick, (D) Monmouth Speaker John Martin, (D) Eagle Lake Rep. Charlene Rydell, (D) Brunswick Sen. Beverly Bustin, (D) Kennebec
to Improve Services to Pregnant and Parenting Teens.	no LD yet	Rep. Marge Clark, (D) Brunswick Rep. Donnell Carroll, (D) Gray Rep. Susan Pines, (R) Limestone Sen. Ruth Foster, (R) Ellsworth