

# Working Women

A newsletter supporting, advocating and advancing a woman's right to pay equity, flexibility in the workplace and leadership roles in business and communities.

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## President's Message

Dear BPW Members:

It seems like yesterday that I was being installed as your BPW President for 2009-2010. Alas it is now Spring 2010, Convention is upon us, and your new board will be taking over in 2 short months. So this is my last President's Message and I wanted to say thank you for giving me this opportunity to be your president. I have met some wonderful women this past year and enjoyed attending your events and making new friends. I also learned a lot. We had some changes that were challenging such as BPW/USA merging with BPW Foundation, however in the end, it all worked out. In the next year, the new board will need you to help shape the future of BPW. I know all of you will step up to the plate and support them with this exciting new challenge!

### What did we accomplish?

This year's board had a mission. Our mission was to create a consistent, supportive and motivating message to BPW Members. I know that our mission was heard. We gave each local a Handbook to help guide them with leadership, we created a quarterly newsletter (thanks to Lucille Wenzel) to inform them and also give them an opportunity to share their events and stories, we reached out to organizations such as WBC for networking for our members, we sponsored Girls Day at the Statehouse and are doing it again this year which is great exposure for us, we also recognized some well-deserving women of achievement in our big event of the year!



### Thank you!

I want to thank you all again for a wonderful year being your president. Please consider attending the Convention May 22<sup>nd</sup>. We are planning a fun-filled day with a unique group of women that will end our day with inspiration, strength and motivation and most of all that incredible positive energy!

Sincerely, Lori Mader

BPWNH President and a Positive Woman

## LO Meetings

**Franklin** Meets: 3rd Wednesday of the Month @ 6:00 PM  
 Location: Peabody  
 Home Contact: call 934-3718 x372 or <http://www.nhbpw.org/franklin.htm> Exceptions: No meetings in June, July and August

**Greater Londonderry** Meets: 2nd Wednesday of the Month @ 6:00 PM  
 Location: Pinkerton Tavern, Derry Contact: [www.bpwwgreaterlondonderry.org](http://www.bpwwgreaterlondonderry.org) Exceptions: No meetings in December, July and August

**Nashua** Meets: 3rd Thursday of the Month @ 11:15 AM Location: Crowne Plaza Hotel, Nashua Contact: [barbt@thehscenter.com](mailto:barbt@thehscenter.com) or [www.bpwnashua.com](http://www.bpwnashua.com)

**Kingston** Meets: 1st Thursday of the Month Location: 1686 House, Kingston Contact: [mickieconte@comcast.net](mailto:mickieconte@comcast.net)

**We're on the Web!**  
[www.bpwnh.org](http://www.bpwnh.org)

## LO Updates

### **Greater Londonderry**, by Bonnie Roberts, President

Greater Londonderry held their 2<sup>nd</sup> Annual Wine Tasting Fundraiser at Zorvino Vineyards in Sandown, NH on Friday, March 19<sup>th</sup>. Local singer/songwriter and national recording artist Amy Petty entertained us while enjoyed the wine tasting. The evening was a tremendous success. We are thrilled to have raised over \$1,300 for our Young Careerist Scholarship and community funds. A heartfelt thank you goes to all those who attended and those who donated items for the evening's silent auction.

Our Young Careerist Competition will be held during April's monthly meeting on Wednesday, April 14 at Pinkerton Tavern in Derry. There is still time to submit applications. Please contact President Bonnie Roberts for an application package. Completed applications must be received by Friday, April 9. Bonnie can be reached at [broberts@live.com](mailto:broberts@live.com) or on her cell at (603) 426-5438.

*Congratulations to BPW/NH President Lori Mader!  
 Lori has been appointed council member for the  
 Concord Areas Girls Inc Program*

## How to Work a Room

From TOP - The Office Professional, dated August 16, 1999.

Adopt a positive attitude. Make the most of it. Decide to circulate and mingle instead of sticking like wallpaper to someone you know or to the first friendly stranger. If you are going to attend the event, you might as well invest enough energy to accomplish something positive.

Take advantage of name tags. Wear yours on your right shoulder so that when you shake hands it can be read easily by the other person with a quick glance.

Introduce yourself. Take a deep breath, stand tall and walk in to the room. Don't linger at the door or park yourself at the edge of the room. Find the location of the refreshments, guest of honor and see what's happening. Extend your hand, smile and introduce yourself to someone, looking the person in the eye. Anyone who is alone or on the fringes of a conversational group will appreciate your friendliness. Speak loudly enough to be heard.

Be a host even if no one has formally

appointed you. Besides, it gives you something to do. Show people where to put their coats, etc.

Use business cards. They show you are a member of a "club". When you meet someone you may have reason to speak with again, exchange cards.

Have three things in mind to talk about. Small talk helps people feel comfortable. Comment on the place, the food, the organization, the traffic, the parking, or the guest of honor. Say something about what is happening in the room. Keep your comments positive. Listen when others speak. Ask a follow-up question related to whatever the other person has said.

Move on. When you have talked with one person for five minutes say, "I've enjoyed talking with you," and excuse yourself in a pleasant way. Then move to the other side of the room and start a conversation with someone else.

A good book to pick up is HOW TO WORK A ROOM by Susan RoAne (Shapolsky Publishers).



*Extend your hand, smile and introduce yourself to someone.*

## BPW/NH Sponsors Girls Day at the State House

BPW/NH has donated \$100 to the collaborative program of the NH Women's Alliance and the Girl Scouts for the 2<sup>nd</sup> annual Girls Day at the Statehouse. The BPW/NH Board is also asking each LO to consider a \$100 sponsorship.

Several BPW members have already volunteered to participate at the event. They will chaperone and

help the girls to come up with questions for legislators and business women.

The event takes place on April 21 at the State House from 9:00 a.m. through 1:30 p.m.

## Legislative Update On Work/Family Bills

As State Legislative Chair for BPW/NH and as Executive Director of the NH Women's Lobby and Alliance, I monitor, support and oppose state legislation that affects NH's women and families. In 2009, my organization formed the NH Work and Family Sustainability Coalition which BPW joined last year. The Coalition is a broad-based group of community, advocacy, union, non profit, business, and academic organizations working to help NH businesses and workers to flourish.

The Coalition is working hard to pass legislation which will improve the economic security of NH's women and families. In 2009 we introduced HB 661, 662 and 663 (see below) which were referred to Interim Study. Representative Mary Stuart Gile, a longtime advocate for women and families in NH, was the prime sponsor of these three bills. We are continuing our campaigns on HB 661 and HB 662 and both bills will be reintroduced in 2011.

In addition, we have begun an educational campaign to address the issue of the Wage Gap and its effects on working women in New Hampshire and throughout the nation. In these tough economic times, an unprecedented number of women are now the family breadwinners - making fair pay even more critical, not simply to family economic security but also to the nation's economic recovery. Although there is no state legislation attached to this campaign at this time, we support two important pieces of federal legislation, the Paycheck Fairness

Act and The Fair Pay Act which will help close the Wage Gap. For more information on these two federal bills, please visit <http://www.pay-equity.org/info-leg.html>.

**HB 661-FN**, relative to family leave insurance. **REFER FOR INTERIM STUDY.** Rep. Jill Shaffer Hammond for Commerce and Consumer Affairs: This bill sought to establish the framework for family and medical leave insurance, contingent on passage of federal funding that would pay for start-up, administrative, and benefits for the first 6 months of such a program. The original bill clearly outlined the eligibility and structure for benefits (approximately \$250 per week for 6 weeks of family or medical leave) under the program, which would be administered by the department of employment security. Many questions remained, however, with regard to future funding at the state level: What size businesses would be affected? Would payments be mandatory? Would premiums be paid through a payroll deduction, or other source? Obviously further study is necessary to put this program on sound financial footing and enlist support from stakeholders. **Vote 16-0.**  
**1/6/10: Bill referred to Interim Study by full House (Voice Vote).**

**HB 662-FN**, relative to paid sick leave for employees. **REFER FOR INTERIM STUDY.** Rep. John Knowles for Labor, Industrial and Rehabilitative Services: This bill has several important goals. It would advance public health by enabling sick employees to stay out of the workplace, which would reduce the

spread of disease to fellow employees and to customers. It would be financially advantageous to employers, since it would limit unproductive workers from coming in and then spreading disease to others, which then makes them unproductive as well. And of course it enables employees to treat their illnesses without also suffering a financial loss, which many can ill afford. However, while the purposes of the bill are valid, the timing is not right. The majority of the committee felt that in these dire economic times it would be better to put off even these valuable goals and study further the possible impact on various areas of our economy. **Vote 9-8.**  
**1/13/10: Bill referred to Interim Study by the full House.**

**HB 663-FN**, relative to working families' flexibility. **REFER FOR INTERIM STUDY.** Rep. John Knowles for Labor, Industrial and Rehabilitative Services: This bill provides for a procedure whereby an employee and employer can consider a request by the employee for flexibility in working conditions. However, that procedure can be followed now, and since there is no enforcement mechanism in the bill, it does not seem that it would necessarily have the effect desired by the sponsors. The committee felt that this needs to be considered further. **Vote 11-2.**  
**1/13/10: Bill referred to Interim Study by the full House.**

Nikki Murphy, LICSW  
Executive Director, NHWL and  
NHWA, BPW/NH Legislation Chair

## State Virginia Allan Young Careerist Award Program Scheduled for May 22

The Virginia Allan Young Careerist Award Program (YC) remains an important component of the BPW/NH programming.

A Young Careerist exemplifies leadership and professional achievement. Eligibility includes being between the ages of 21 and 35, having been employed in business or profession a minimum of 1 full-time year, and pledging to support the BPW mission, vision and legislative platform.

Candidates are presented to the state event by LO's. Typically each LO will hold its own

Speak Off event with the winner continuing on up to the state level.

The State Speak Off completion will take place during the Annual Conference on Saturday, May 22, 2010.

Please come out and support these truly inspirational young women.

Contact State YC Chair, Terri Lemire at [tlemire@aol.com](mailto:tlemire@aol.com) for more information.

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## Community Corner

Spring Clothing Swap Epsom Bible Church on Saturday, May 8, 9 am until 12 pm

Free clothes for you and your family! Volunteers to work set-up and break down and possibly deliver leftover clothes.. Please call 344-8843 to help your community during these tough times.

To see more details and RSVP, follow the link below:

[http://www.facebook.com/n/?event.php&eid=357442842861&mid=2072838G4e6611e5G1a9e3a4G7&n\\_m=tlemire%40aol.com](http://www.facebook.com/n/?event.php&eid=357442842861&mid=2072838G4e6611e5G1a9e3a4G7&n_m=tlemire%40aol.com)

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## Building Professional Women at Conference

**The BPW/NH Conference on May 22 will include a panel discussion on the subject of Building Powerful Women – Tips for Success.**

**Panelist include:**

***Heather Bishop*, WZID Radio Personality**

***Debby Hoffman Adair*, Founder of “In the Presence of Positive Women” and author of “Find Something Nice to Say”**

***Lauran Star Raduazo*, Founder of The Excellence Group, Certified Coach, Presenter**

***Joanne Randall*, WTPL Radio (NH Women in Business Show)**

***Leslie Sturgeon*, Entrepreneur and Founder of Women Inspiring Women**

**Watch your inbox for the CALL TO CONVENTION email or email Kim Hoffmann at [kim@krkitchensandbaths.com](mailto:kim@krkitchensandbaths.com).**

Newsletter submissions:  
Lucille Wenzel  
[lucydesk@comcast.net](mailto:lucydesk@comcast.net)  
225-9724

## NEPSP Spring Meeting

The New England Past State Presidents Annual Spring Meeting is scheduled for Saturday, April 24 at the Grand Pequot Hotel – Foxwoods Resort & Casino. Registration of \$50 includes continental breakfast, networking, business meeting, lunch and a surprise guest speaker. Contact Terri Lemire at [tlemire@aol.com](mailto:tlemire@aol.com) for more information.



## Learn More about the BPW Foundation

BPW Foundation transforms workplaces by strengthening the capacity of organizations and businesses to create work environments that are inclusive and value the skills and contributions of working women. A Successful Workplace, as defined by BPW Foundation, is one that practices and embraces work-life balance, equity and diversity.

BPW Foundation is a 501 (c) (3) research and education organization. The work of BPW Foundation supports workforce development programs and workplace policies that recognize the diverse needs of working women, communities and businesses.

### Vision

To partner to create successful workplaces for women, their families and employers.

### Mission

Business and Professional Women's Foundation (BPW Foundation) empowers working women to achieve their full potential and partners with employers to build successful workplaces through education, research, knowledge and policy.

### History

The legacy of Business and Professional Women began in 1919. Although the organization has transformed over time, the legacy and vision remain intact.

### Policy Focus

- Equal Pay for Women
- Work-Life Balance
- Working Women in the Green Economy
- Women Veterans in Transition
- Successful Workplaces

### Upcoming Events & Activities

Equal Pay Day - April 20, 2010

Held annually in April to signify the point into a year that a woman must work to earn what a man made the previous year. Today's gap is 77.8%.

Dear Jane Campaign

*Dear Jane* is BPW Foundation's letter-writing campaign connecting women veterans to deployed women soldiers, offering career and transition advice.

Get involved at [www.bpwfoundation.org](http://www.bpwfoundation.org).