WELCOME
NEW MEMBERS AND NEW CHAPTERS!

Over 800 new members joined Michigan NOW recently, 2 new high school chapters started, 1 new college chapter was formed, and other new chapters are in the process!

VOICE AND POWER

NINA MUCKENTHALER, PRESIDENT

One commentator recently said that “this President loves chaos.” In my opinion he loves having the power to pull people’s strings, being the center of attention, and treating the Presidency like a reality TV show. This is also a tactic that distracts from what is being done behind the scenes (for example, executive orders). The President is also part of a struggle to have the loudest, strongest voice that is paramount in American politics today. It is staging and reinforced messaging. It is done to construct cultural narratives that are used to garner power and foster an extremist ideological agenda of a vocal minority. This can be seen in the abortion debate, gun control, the NFL players protest, and others. The power of a vocal minority has resulted in the government moving against the will of the majority of Americans on many issues. I have heard Trump supporters state that they like him because of what he says - he says what they feel. Someone is giving them voice and power.

In the current political battle women are being hit from all sides. After recent battles focusing on cuts to women’s health care, some Democrats are now talking about supporting anti-choice candidates so they can win seats. Is that winning for women? No. We are being served up on a plate, and frequently these attacks are cloaked in the language of religion and freedom. To weaken feminist voices, we are targeted with a barrage of insults and other diversions. How do we counter this “insanity”? The answer is greater collective action to amplify our voice and the voices of those working for equality and democracy. We also need to focus on power – what it is, how we claim it, how to effectively use it.

Michigan NOW is focusing on social power dynamics – political, cultural, and economic. Our strategic plan for this year will focus on grassroots organizing and these key areas:

- Electoral Politics
- Incarceration of women and girls
- Economic Justice
- Reproductive Justice

As a part of our collective action plan we chose several action issues based on these key areas. We are asking you to contact your elected reps regarding the bills listed in the Legislative VP report, to support the three ballot initiatives listed in this newsletter, and to share the information regarding the ERA update. Two members of our Young Feminist task force have articles in this newsletter. They tell us what they’re doing to speak up for feminism and to strengthen our collective voice. They demonstrate that individual acts of resistance make a difference. Our chapter reports tell you what local chapters are doing on the ground to fight for equality. We must all act to strengthen and amplify our collective voice!
FEMINIST FRIEND POSTCARD IN THIS NEWSLETTER
It is crucial that voices for equality be heard in our state today. One voice is amplified when it is part of a much larger group. There is strength in numbers! Inserted in this newsletter is a postcard that we are asking you to send to a friend to invite them to join Michigan NOW and help us fight for women’s rights. Help us to make sure that feminist voices will be heard!
Thank you to membership VP Kathy Stroud and Oakland NOW’s Erica Banas for developing the postcard!

YOUNG FEMINIST TASK FORCE APPOINTMENTS
Michigan NOW recently created a Young Feminist Task Force that will focus on reaching out to young people in Michigan and discussing how feminism impacts their lives. The task force has a college division and a high school division. Michigan NOW is proud to announce that Ashika Kumar and Grace Haubert have been appointed as co-chairs for the high school division of the task force. Ashi and Grace have started high school chapters and have articles in this newsletter. They are currently working on a project for Michigan NOW that will be shared with national. We are excited to welcome them both to the Young Feminist Task Force!

VICTORIES TO REPORT!
MI Women’s Prison
In the budget negotiations this year legislators initially proposed deep cuts to corrections, especially to the women’s prison. We asked our members to advocate to maintain current funding levels at the Michigan Women’s Prison. Thanks to you, the funding for the Women’s Prison was not cut. If you do a quick search you will find many articles regarding overcrowding and understaffing at the Michigan Women’s prison.

CLEMENCY PROJECT
Good News! One woman represented by the Clemency Project was granted parole. She has been serving a parolable life sentence for second degree murder as an accessory. Special thanks to the members of Washtenaw NOW for attending parole hearings and actively supporting the Clemency project.

“They tried to kill my child to shut her up. Well, guess what? You just magnified her!” Heather Heyer’s mother

Heather Heyer, the 32-year-old woman killed at the white supremacist rally in Charlottesville when a man drove a car through a crowd of counter-protesters.
MICHIGAN NOW LETTERS

MDCR Letter
In August MI NOW submitted a letter to the Michigan Department of Civil Rights in support of Equality Michigan’s request that the prohibition on sex discrimination under the Elliott-Larsen Civil Rights Act include gender identity and sexual orientation. Unfortunately, the state Attorney General abruptly stopped the MDCR hearings regarding this issue. There is an excerpt of the Michigan NOW letter below, and the full letter is available at www.michnow.org.

As noted in the original request submitted by Equality Michigan, this interpretive statement is of critical importance to lesbian, gay, bisexual, and transgender (LGBT) Michiganians since Michigan does not have a state law that explicitly prohibits anti-LGBT discrimination in employment, housing, or public accommodations. The need for this interpretive statement is demonstrated by previous Civil Rights Commission reports that concluded discrimination based on sexual orientation and gender identity is significant and has negative economic consequences for our state. Adding this interpretive statement would also address the gap in coverage under Title VII of the Federal Civil Rights Act that leaves individuals who work for employers with fewer than 15 employees unprotected. This gap leaves many individuals and families in Michigan vulnerable to discrimination that can devastate them personally and professionally.

DeVos Letter
Michigan NOW signed a letter circulated by the National Task Force to End Sexual and Domestic Violence that critiqued Secretary Devos’ recent Title IX changes. Here is an excerpt from that letter:

We the People, who have spent years actually working to prevent and address sexual assault in schools, are deeply troubled that Secretary Betsy Devos is putting the safety and lives of students at risk. On Friday, she continued her reckless and haphazard campaign to destroy the laws and processes in place to protect students from sexual assault and allow all students an equal access to education. Her latest move – condemning and rescinding existing guidance documents on campus sexual assault, and replacing them with a poorly developed interim set of “Questions and Answers” – breeds chaos and uncertainty. All students and faculty lose in the process.

We the People rely on facts. The fact is that Secretary DeVos’s new interim guidance creates ambiguity and chaos, not clarity and fairness. As a result, she has endangered the safety and lives of students in schools across the nation.

LEGISLATIVE REPORT

BOBBIE WALTON, LEGISLATIVE VP
Legislatively, the Michigan Reps and Senators produces two kinds of bills: (1) Those that will take away women’s rights (have a high probability of passing); and (2) Those that will enhance or protect our rights (these will sit in a drawer and never see the light of day, a committee hearing, or a committee vote). So, our task is to bring the good bills to a hearing through pressure on the committee chairs and the Speaker of the House. Contact your House Rep. and your Senator and tell them to vote “NO” on the bills we oppose, and to bring out of committee with a “YES” vote those we support. If your Rep or your Senator has not co-sponsored the bills we support, ask him/her to sign on as a co-sponsored. Go to the Michigan NOW website if you need help locating and contacting your Rep or Senator. Look under the Legislative tab (www.michnow.org). Make sure we have your email address if you want to receive email action alerts from MI NOW.

LET THEM KNOW THAT MI NOW MEMBERS ARE WATCHING!!

ACT NOW!
BILLS WE SUPPORT

RESTORING OR PROVIDING PROTECTIONS FOR ABORTION RIGHTS

- SB 451 – HB 4763 PROHIBITION ON LAWS OR ADMINISTRATIVE RULES THAT PLACE A BURDEN ON ACCESS TO ABORTION (Creates a new act).
- SB 452 – HB 4760 INFORMED CONSENT PROVISION; REMOVE 24-HOUR WAITING PERIOD BEFORE PERFORMANCE OF AN ABORTION
- SB 453 – HB 4765 HEALTH FACILITIES’ REFUSAL TO PROVIDE REPRODUCTIVE HEALTH SERVICES; PROHIBIT UNDER CERTAIN CIRCUMSTANCES.
- SB 454 – HB 4761 INSURANCE; HEALTH BENEFITS; ABORTION INSURANCE OPT-OUT ACT; REPEAL
- HB 4762 HEALTH OCCUPATIONS; PHYSICIANS; GOVERNMENT INTERFERENCE WITH PHYSICIAN-PATIENT TREATMENT PROGRAMS; PROHIBIT

ECONOMIC BENEFIT FOR WOMEN

- HB 4307 REQUIRES PAID SICK LEAVE FOR ALL EMPLOYEES
- HB 4514 AMENDS ELLIOTT-LARSEN CIVIL RIGHTS ACT TO REQUIRE EQUAL PAY FOR ALL MEN AND WOMEN DOING THE SAME WORK
- SB 325 REQUIRES DEPT OF TALENT AND ECONOMIC DEVELOPMENT TO WORK TOWARD FULL EMPLOYMENT AND REDUCTION OF WAGE DISPARITY BETWEEN MEN AND WOMEN
- HB 4799 REQUIRES FREE COVERAGE OF BIRTH CONTROL FOR HEALTH INSURERS

GENDER AND SEX

- SB 424 CIVIL RIGHTS PROTECTIONS AGAINST SEX DISCRIMINATION OR HARASSMENT FOR INDIVIDUALS; APPLIES TO STATE AGENCIES
- SB 275 – HB 4355 REMOVES IMMUNITY FROM PROSECUTION OF A LAW ENFORCEMENT OFFICER FOR PROSTITUTION-RELATED OFFENSES

DOMESTIC VIOLENCE AND SEXUAL ASSAULT

- HB 4096 PERSONAL PROTECTION ORDERS TO INCORPORATE CHILD CUSTODY AND CHILD AND SPOUSAL SUPPORT
- SB 152 INCREASES PAYMENT/REIMBURSEMENT FROM CRIME VICTIM’S COMPENSATION TO HEALTH CARE PROVIDER FOR PERFORMING SEXUAL ASSAULT MEDICAL FORENSIC EXAMINATION/RELATED SERVICES

BILLS WE OPPOSE

- HB 4500 AMENDS THE VICTIM COUNT IN SENTENCING GUIDELINES TO INCLUDE A FETUS AS ANOTHER VICTIM OF A CRIME IF A WOMAN IS PREGNANT. THIS BILL IS JUST ANOTHER REACH TO DEFINE A FETUS AS A PERSON UNDER THE LAW.
- HB 4552 METHODS OF ABORTION; REMOVES THE SAFEST METHOD FROM ALLOWABLE PRACTICE
- HB 4620 REMOVES STATUTE OF LIMITATIONS FOR INJURIES AS A RESULT OF ABORTION
- HB 4467 REQUIRES DETECTION OF FETAL HEARTBEAT BEFORE PERFORMING AN ABORTION
- HB 4221 PROHIBITS STATE CONTRACTS WITH ABORTION PROVIDERS
- HB 4691 REQUIRES JOINT CUSTODY IN CONTESTED CHILD CUSTODY CASES, PLACES BURDEN ON PARENT TO SHOW WHY JOINT CUSTODY IS NOT IN THE INTEREST OF THE CHILD, REMOVES DISCRETION FROM COURTS (NOW testified against this bill).
For an example why HB 4691 is so important, see the recent Detroit News article, *Michigan rapist gets joint custody*, by Mike Martindale, The Detroit News Published 3:52 p.m. ET Oct. 6, 2017 | Updated 11:32 p.m. ET Oct. 6, 2017.

FEMINISM IS NOT A DIRTY WORD

ASHIKA KUMAR, SKYLINE NOW PRESIDENT & YOUNG FEMINIST TASK FORCE CO-CHAIR

Feminism, what is used as a transpiring, powerful movement, is rapidly becoming into a misinterpreted phrase. I was one of the millions of people who participated in The

Women’s March on Washington. The March left me feeling hopeful about democracy and the future of women’s rights. I had never felt more powerful and proud to be a woman. The next day after the March, I told two separate people, one male and female that I went to the feminist March. They looked at me baffled as if I said a dirty word. As a woman who prides herself on being a young feminist, I was appalled at how in 2017, men and women are still uncomfortable with the word ‘feminism’. There are many negative assumptions about feminism and it is time to shut down those assumptions and give a description on what feminism is.

According to Merriam-Webster, feminism is “the theory of the political, economic, and social equality of the sexes”. Equality of all sexes, that is the foundation of feminism. Feminists do not think that women are better than men. What we do think is that we need to have the same treatment as men. We want the same treatment when it comes to job opportunities, equal pay, and to not have our government intervene with our bodies and personal choices. Apparently every time I say I am a feminist, I am suddenly a woman who is cold, too aggressive, and man-hating. I can’t speak for all feminists, but I have never met a feminist who hates all men. All we want is for women to have the same respect and human decency our society gives to men. If you believe that everyone should be equal no matter what race, religion, or gender, then you are a feminist.

I was on Twitter the other day and found an anti-feminist page run by -- women! I didn’t understand how women could not be feminists! Do women not want equal pay? Or just be equal? I was curious to see how many people, especially women, were against feminism. Turns out there are quite a few. There were men and women bashing feminism on Twitter and I couldn’t comprehend why. So, here is my question to anti-feminists. Say if you were a parent, do you not want your daughter to have equal rights? Imagine if your daughter wanted a job, she is qualified but didn’t get it solely based on her being female. How would you feel, that your daughter didn’t get an opportunity just because of her gender? Your daughter wouldn’t understand why her gender should determine if she should get hired. That is the future feminists are trying to avoid. We want future women to get the jobs and other opportunities if they are rightly qualified. We do not want future
women to be denied opportunities based on a factor they cannot control --their gender. So for the anti-feminist, I ask you: If that scenario happened to your daughter, are you going to say that it’s ok, that’s just society? If you feel as unsettled as I did with that statement, it means you are a feminist.

Feminism is still crucial. Our government is deciding on women’s reproductive rights and equal pay. Eighty percent of our government is represented by men. Therefore, men are having the biggest say in all matters -- even those they have no experience in, for example reproductive rights. Only 20 out of 100 legislators are female, which means that 51 percent of Americans -- women -- are underrepresented. This is absurd! We’re supposed to be the greatest democracy in the world. Without feminists in our government, giving women a representative democracy, young girls will continue to grow up with a limited view on what they can achieve. This is unacceptable. We need women to be active in all fields, so the women of tomorrow can get equal jobs and opportunities. So I ask you again, do you still consider feminism a dirty word?

MAKING NEW STORIES
GRACE HAUBERT, YOUNG FEMINISTS’ COUNCIL PRESIDENT & YOUNG FEMINIST TASK FORCE CO-CHAIR

When I was 13, I was asked to babysit for one of my neighbors, Natalie. Their family soon became one of my regular clients, and as years passed, I witnessed Natalie grow from an adorable toddler to an intelligent, mature five-year old who was eager to learn about the world around her. Ever since she was young, Natalie has always loved to read, and being a bookworm myself, I was delighted to find a child who could listen to stories for hours like I did. One evening, I let her pick out a book, and she chose one called Little Daddy. Unfamiliar with the title, I was curious and a bit humored. We started to read and I soon found out that it was the story of two young children playing house. Acting as the “daddy” and the “mommy”, the boy and girl played their own part in the “household” respectively. The boy went to work all day while the girl stayed home and took care of her children and cooked a dinner for the family to share. I don’t quite remember how the story ended...Sure, I finished reading the book, but my thoughts were stuck on the first page; was I really reading this to her? Reading this to her, a girl who soaks up information like a sponge, who understands every word I’m reading...When I closed the book, I finally snapped out of my trance, and realized that I couldn’t let her go to sleep with this book on her mind. So I said: “Natalie, that was a good book...but I have a question; couldn’t the mom go to work if she wanted to? She doesn’t have to be at home, right?” I held my breath in the split second before she answered; I was afraid of what she might say. But to my utter amazement and great relief, she enthusiastically answered, “Yeah! Grace, we should write a book called Little Mommy where the mommy goes to work and the daddy takes care of the babies!” I gave her a huge hug and said, “You are absolutely right sweet girl, we should.”

When I first talked to Michigan NOW President Nina Muckenthaler on the phone, I was unsure if I’d have the time, energy, or stamina to start a NOW chapter. After about two minutes into our conversation, I was convinced that this was something I had, and was going, to do. As Nina told me that day, “As our Legislative VP says, ‘If you don’t have a seat at the table, then you’ll be served on a platter’”, and we’re not on the menu”; and for a while, women weren’t even invited to the dinner party. I mean, it took 72 years to finally give us the vote, Roe. V. Wade to allow us, not the government, to make decisions about our bodies, and Title IX to
protect us in education. Today, we have finally gained a footing, and made our presence known, but in this day and age, nothing is set in stone. Regardless of how much progress we’ve made, if we don’t continue to advocate, educate, and resist, the rights and freedoms we’ve won can be taken away with the signing of an executive order.

I am thrilled to start my own chapter, the **Young Feminists’ Council**. Something truly extraordinary happens when strong, outspoken women come together, a force to be reckoned with. In the initial stages of organization, my **Vice President, Hala Khasawneh** and I, sent out mass text messages and posted on our social media, explaining our cause, looking for interested members. Girls I’d only talked to once, if at all, were eager to join, and I found our list of members growing longer and longer. **The sense of community was so powerful, and I can’t wait to work with such amazing, young women.** I’m starting this chapter not only for them, but for all of the Natalie’s in the world, the girls that need to know they are not limited because of their sex, but empowered by it. After all, these young girls are our future; it is up to them to ensure we are moving forward, making progress, never reverting to the antiquated, restricting ways of our ancestors; they will have to protect the rights they currently enjoy, and fight for the ones they’ve yet to gain.

As a babysitter, I am hired to make sure the children I watch stay safe and protected. Little did I know that I would be protecting them from more than my 13-year old self had anticipated; I wasn’t just protecting them from obvious dangers like cars and electric sockets, I was protecting them from the little dangers; the ones that sneak up on us, the ones that appear in the most unexpected places: in our voting booths, in our everyday lives, and even in our bedtime stories.

**CHAPTERS IN ACTION**

**SKYLINE HIGH SCHOOL**
Ashika Kumar, President of Skyline High School NOW presented at the **Second Interfaith Reproductive Justice Conference held June 3-4 in Dearborn** (sponsored by MI NOW). The theme was “**Arm Yourself for the Fight for Reproductive Rights.**” Good job Ashi! Skyline will resume regular meetings in October.
**Young Feminists’ Council**

Welcome to the members of the Young Feminists’ Council. They have a group event planned to see *Battle of the Sexes*, and a conference planned for December 9th focusing on work and careers. They will have their first official meeting in October. They are well on their way to meeting their goal of having 70 people engaged with their group.

*Photo: Grace Haubert, President & Vice President, Hala Khasawneh*

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**WASHTENAW NOW**

Georgina Hickey, President

In June, Washtenaw NOW hosted special guests Sharman Spieser and Lisa Bashert joined us from SURJ (Showing up for Racial Justice). We discussed their mission, values & culture, as well as the provocative article *"White Privilege: Unpacking the Invisible Knapsack"* by Peggy McIntosh. These were interesting conversations about the work that white folk need to do in order to better understand the racist environment in which we all exist and from which white folk benefit - at least in the short run. In the long run, however, we are reminded by Martin Luther King, Jr. that "Injustice anywhere is a threat to justice everywhere." SURJ offered us these 3 additional short articles and a book title for those who want to learn more about white privilege:


http://www.yesmagazine.org/people-power/no-i-wont-stop-saying-white-supremacy-20170630

Our booth at the 2017 Art Fairs in July was a huge success. We engaged record numbers of people in signing our postcard initiatives and choosing swag from our huge selection of buttons and bumper stickers. Shifts flew by quickly. Many visitors came looking for us to ask "What do you have for me to sign?" or to say "Thank you for being here!" We appreciate the support from all of them, and from our hard working Congresswoman Debbie Dingell and State Representative Yousef Rabhi as well! Our coffers and our souls have now been recharged for the coming year!

In August, we hosted former State Representative Jeff Irwin who spoke with us about the status of legislation to expand Michigan's Elliott Larson Civil Rights Act to include LGBT citizens. This was the topic of our orange postcard initiative at the art fair. These are getting mailed to the governor. We've also made a map of Michigan showing all the zip codes from which postcards signers lived to demonstrate that support for this issue exists across our state.

In September, we hosted Attorney Lynne D'Orio from the University of Michigan Women's Justice and Clemency Project at our monthly meeting in order to learn more about their work and continue our efforts to support incarcerated women who have experienced domestic violence. This project has been evaluating the cases of Michigan women serving life sentences for the murder of a domestic

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“Injustice anywhere is a threat to justice everywhere.”

Martin Luther King, Jr.
partner. Ten of these women have been identified as being survivors of domestic violence who killed in self defense and did not have a fair trial. We have collected 500 signed postcards from supporters across the state requesting clemency for these women. We are sending these out in small batches to the governor daily to ensure he will not forget these women.

Finally, we have an event coming up that you can help us with: **Pivotal Books on Injustice and Inequality**

What book changed how you saw the world? Please share a book that helped you to see/understand society -- and possibly your position in it -- differently. Maybe it was something you read as a child (or to your child), a book you were assigned for a class, or something you found on the shelves of a used bookstore. Any book is welcome and we hope you will take a moment to explain what this book has meant to you. Washtenaw NOW will compile and share the recommendations we receive (check our website this fall for the full list!). Some of the books and members' descriptions will be put on display in the Ypsilanti District Library and we will choose one title to read and discuss at our November 9, 2017 meetup.

Here is the link for the form: [https://goo.gl/forms/qpHJM8rR60hT6IXs1](https://goo.gl/forms/qpHJM8rR60hT6IXs1). Even if you are not a member of our chapter, we'd love to have you contribute your book suggestions to this project!

*A special thank you to Chery Farmer of Washtenaw NOW for staffing a MI NOW table at the recent Civic Festival at Wayne State University.*

**OAKLAND/MACOMB NOW**  
*Erica Banas*

This summer was both productive and provided a moment of reset for the Oakland/Macomb County chapter of NOW.

June saw the chapter tabling with Planned Parenthood at **Ferndale Pride**, while the month of July found the chapter co-hosting the 4th Annual Grassroots Grillin & Chillin’ Fundraiser for Michigan House Democratic Floor Leader Rep. Christine Greig.

Oakland/Macomb County’s Annual Meeting also took place in July to a packed house at Duggan’s Irish Pub in Royal Oak where board elections took place and Chapter President Kim Beebe updated attendees on what was discussed at the 2017 NOW National Conference.

While August didn’t see Oakland/Macomb NOW hosting any events, one very important event did take place: Our first ever “Retreat Meeting” where we organized our agenda for the rest of 2017 and 2018. It’s going to be a very exciting year for the chapter. We’re ready, and we hope you are, too!

*A special thank you to Erica Banas of Oakland NOW for designing this new state logo for us to use!*
FERRIS NOW

Mary Murnik, veteran NOW advisor for Ferris NOW is retiring. We thank Mary for keeping the feminist spirit alive at Ferris, and for making sure that her successor was in place before she retired. Thank you for your service and we wish you well Mary!
(Mary is holding the “NO!” sign)

THANK YOU!!!
MI NOW SUPPORTED BALLOT INITIATIVES

The following three ballot initiatives are supported by Michigan NOW. Contact information is provided for each group. Information came from these groups and was used with their permission.

Please:
- Tell others about these initiatives
- Sign the petitions
- Volunteer if you can, especially if you are in an area where they need help
- Invite their reps to your meetings/events to present and gather signatures
- Donate if you can

VOTERS NOT POLITICIANS

Voters Not Politicians’ mission is to end gerrymandering by 2018 through a citizen led ballot initiative. We are currently collecting petition signatures through February 2018. Once we collect 315,654 valid signatures in 180 days, we will secure a spot in the November 6 2018 election as a ballot measure.

With a simple majority vote from the voters of Michigan, we will amend Michigan’s constitution to place an Independent Citizens Redistricting Commission in charge of redistricting, ensuring that voters will choose their politicians, not the other way around.

Gerrymandering benefits politicians and hurts the rest of us, regardless of our political preference. Partisan redistricting, also known as gerrymandering, occurs when politicians draw voting map lines unfairly to benefit themselves or their political party. When politicians choose their voters, our votes don’t matter and our voices aren’t heard. As voters, we’re hurt the most by gerrymandering.

“\textit{When you draw the lines, you make the rules}”

\textit{Political Strategist Karl Rove}

Giving politicians the power to draw the election maps they run in is putting the fox in charge of the henhouse. When the legislature draws the election maps, they are drawing what districts voters must vote in. This allows them to choose their voters, instead of voters choosing them. This allows politicians to manipulate elections to give them and their party an advantage for the next decade of elections. And, if one party is still in power 10 years later, they get to manipulate the next set of elections for the next decade again.
The evolution and use of advanced computer software and big data has contributed to the extreme partisan gerrymandering that we see in states like Michigan. Money in politics has also led to the severe manipulation of voting maps. Lobbyists and special interests are able to fund highly complex and corrupt redistricting plans to keep politicians they control in power. This influences politicians to follow the will of who is paying them instead of the will of the people.

It’s time to take the power of redistricting away from politicians and put that power in the hands of Michigan voters.

The proposal to end gerrymandering in Michigan

Instead of giving politicians the power to draw our voting districts - who ultimately stand to benefit from their decisions - we propose an Independent Citizens Redistricting Commission of registered Michigan voters to draw voting districts using guidelines that ensure fairness to all. We believe that the voters of Michigan - not politicians - should be entrusted with this important and monumental task.

Our proposal will eliminate political influence and bias in the redistricting process through a fair, transparent, and nonpartisan solution. Here’s how:

- **Voters, Not Politicians**: An Independent Citizens Redistricting Commission (ICRC) will be in charge of the redistricting process. The Commission will be made up of 4 Democrats, 4 Republicans, and 5 Independents with representation from across the state. Political insiders (politicians, consultants, lobbyists) will be banned from serving on the Commission.

- **Transparency**: Instead of secret closed door meetings, the ICRC is required to conduct its business in public hearings that are open to input from across the state. All proposed maps and the methodology/data to create them must be submitted as public reports. Everything down to the variables used by the computers used to draw the maps will be available to the public.

- **Fairness**: The fairness of any idea to reform partisan voting maps comes down to how the maps themselves end up being drawn. The ICRC is required to follow a prioritized set of criteria and standards when drawing the maps. A minimum of 2 Democrats, 2 Republicans, and 2 Independents on the Commission must approve the final maps. This prevents one political party from controlling the process.

Our volunteer petition circulators are currently collecting the required 315,654 valid signatures needed to get the policy on the ballot in the November 6 2018 election. So far, we have collected 3 signatures every minute that our circulators have been out in the field and we have collected signatures from each of Michigan's 83 counties.

www.votersnotpoliticians.com
Voters Not Politicians | PO Box 8362 Grand Rapids, MI 49518 | (616) 227 0576

**ONE FAIR WAGE**

A petition to initiate legislation to increase the minimum wage to $10 per hour on January 1, 2019; to $10.65 per hour on January 1, 2020; to $11.35 per hour on January 1, 2021 and $12 per hour on January 1, 2022; to annually adjust the minimum wage based on the change in the cost of living; to require that gratuities are to be retained by the employee who
receives them except as voluntarily shared; and to gradually increase the minimum wage in steps for employees who receive tips or gratuities until it is the same as the minimum wage for other employees. If not enacted by the Michigan State Legislature in accordance with the Michigan Constitution of 1963, the proposal is to be voted on at the November 6, 2018 general election.

It's been 25 years since the federal tipped subminimum wage was set to $2.13/hr. We believe that we deserve better. The time is now to rise together to provide One Fair Wage for all restaurant workers in addition to their tips. Won't you join us in the fight for dignity? Please join your business or organization to our coalition. We are committed to just wages and working conditions for all workers and look forward to standing on the front lines with you.

This is an equality issue. Two-thirds of tipped workers are women, disproportionately women of color, and nearly 40% are mothers. The subminimum wage for tipped workers is in effect legislated pay inequity for a predominately female workforce, perpetuating the gender pay gap. These women are in majority working at casual restaurants like IHOP and Applebee's and are among the poorest workers in the country.

Furthermore, these women suffer from terrible sexual harassment as a result of living off tips. States with lower wages for tipped workers have TWICE the rate of sexual harassment and THREE TIMES the rate of management coercion of workers than states with one fair wage. The restaurant industry has been identified as the single largest source of sexual harassment claims in the U.S.

Proposals that leave tipped workers out of minimum wage increases such as the '$15 for all' would leave out the approximately 3.5 million tipped restaurant workers in the United States – the majority of whom are women.

This is an economic issue. The seven states that have eliminated the lower wage for tipped workers, including California, which has the nation's largest restaurant industry, are faring as well as or better than other states in terms of restaurant sales, job growth in the restaurant industry, higher rates of tipping, and comparable menu prices. The 'high road' restaurant association RAISE, comprised of 175 restaurant owners across the country, stands with us on this issue.

Did You Know...

- There is a federal subminimum wage of $2.13 per hour for tipped workers ($3.38 in Michigan)
- Two-thirds of tipped workers are women, disproportionately women of color, and nearly 40% are mothers.

Also, the poverty rate among tipped workers is lower by one fifth in states with OFW and the reduction is most significant for workers of color – a full 18% of tipped workers of color in states with a subminimum wage live in poverty, compared to 14.5% in states without a subminimum wage.

There is incredible momentum behind this movement. Seven states — including California and the entire West Coast — have already eliminated the tipped minimum wage and are watching their restaurant industries soar. According to research, women restaurant workers in One Fair Wage States experience 50 percent less sexual harassment than their counterparts in the 43 states that have a lower wage for tipped workers. Support for One Fair Wage is growing.
MI TIME TO CARE

Our Fight
Taking time off of work to ensure that we and our families are healthy should not require putting our jobs in jeopardy. But nearly 2 million Michiganders don’t have the right to earn paid time off and risk getting fired or losing income to pay their bills every time they need to see a doctor or stay home with a sick child. Paid sick time isn’t only good for workers and families; it’s good for the economy, and it boosts employment and income stability.

Lansing politicians have ignored this basic need of Michigan families, but Michiganders don’t have to rely on politicians to do what’s right. The Time to Care Coalition is leading a ballot campaign to guarantee that all working people in Michigan have access to earned sick leave.

The Earned Sick Time Act will provide working Michiganders and their families the right to do things like see a doctor, rest when they are sick, and care for a loved one without losing salary or risking getting fired. It also allows earned time to be used by domestic violence and sexual assault survivors and by parents to attend school meetings about their child’s disability or health. In addition to specifying how the time adds up and can be used, the Earned Sick Time Act prohibits employers from punishing their employees for requesting, exercising, or enforcing these rights.

The Proposal
Earned Sick Time will provide workers with the right to earn paid sick time for personal or family health needs, so that no one must choose between caring for themselves or a loved one and their job.

The proposal would allow people to earn one hour of sick time for every 30 hours worked. Workers could earn up to nine days of paid sick time per year, depending on the size of the business.

MI TIME TO CARE
248-607-0879 P.O. Box 1502, Royal Oak, MI 48068
https://mitimetocare.org/
RATIFY THE EQUAL RIGHTS AMENDMENT (ERA)
NATIONAL NOW

Women are still not guaranteed equal rights under the U.S. Constitution. NOW has made ratifying the ERA a top priority because equality in pay, job opportunities, political structure, education, health care, including reproductive health care, and education—in particular for women of color, women with disabilities and the LGBTQIA community—will remain an elusive dream without a guarantee in the U.S. Constitution. An ERA would also make it significantly more difficult to roll back progress on women’s equality: an acute concern under the current administration.

NOW’s Action Agenda:
- Pursue a three-state strategy to ratify the ERA (Support the legislation listed below)
- Pursue a start-over strategy to ratify the ERA (Support the legislation listed below)
- Advocate for an inclusive and intersectional ERA interpretation that includes equitable access to all aspects of reproductive health care and centers marginalized people, including LGBTQIA individuals, immigrants, women of color, and women with disabilities.
- Educate and inspire women—particularly a younger generation of women—as to why the ERA is still so important. So, please share this info and continue to push for the ERA!

Start Over Strategy:
*Ask U.S. Senators co-sponsor and vote "YES" on Senate Joint Resolution 6 to propose a constitutional amendment prohibiting the US or any state from denying or abridging equal rights under the law on account of sex.

*Ask U.S. Representatives co-sponsor and vote "YES" on House Joint Resolution 33 to propose a constitutional amendment declaring that women shall have equal rights under the law.

Three-State Strategy:
*Ask U.S. Senators co-sponsor and vote "YES" on Senate Joint Resolution 5 to remove the deadline for ratification of the Equal Rights Amendment.

*Ask U.S. Representatives co-sponsor and vote "YES on House Joint Resolution 53 to remove the deadline for the ratification of the Equal Rights Amendment.

“Certainly the Constitution does not require discrimination on the basis of sex. The only issue is whether it prohibits it. It doesn't.”

-Recently deceased Supreme Court Justice Scalia, 2011

ERA UPDATE LAURA CARTER CALLOW, PAST CHAIR OF THE MICHIGAN ERAMERICA

On March 22, 2017, Nevada became the 36th state to ratify the Equal Rights Amendment and it is the first state to ratify the Amendment in 40 years. This means only two more states are needed to gain constitutional equality.
The ERA was first introduced in 1923 and finally approved by Congress in 1972. However, a time-limit of seven years for ratifying was included in the proposing clause. Thirty-five states ratified the ERA by 1977. In 1978, Congress extended the ratification time-limit to June 30, 1982. However, no more states ratified the ERA by that deadline and the Amendment fell three-states short of the required 38. At the time, many people said the ERA was dead and we would have to start-over.

In 1992, Congress accepted the ratification of the 27th Amendment concerning Congressional pay raises. This amendment was first proposed in 1789 by James Madison and finally ratified 203 years later. In comparison, the ERA was limited to a mere 10 years.

When ERA activist learned of this action by Congress, they decided to continue working to ratify the necessary three states. The legal grounds for this strategy of are based on the fact that there is no time-limit in the Constitution for ratifying an amendment; the time limit for the ERA is in the proposing clause not the wording of the ERA; the time is limit flexible because it was extended.

Currently, there are bills in both Houses of Congress to remove the deadline on the 1972 ERA and allow the required states to ratify. Senate bill SJR 5 has 33 co-sponsors and it companion in the House HJR 53 has 156. All five of Michigan’s Democratic Congress members are co-sponsors as are both Senators Stabenow and Peters. These bills need only a simple majority of both Houses to pass.

Meanwhile, the unratified states of Florida, Georgia, Illinois, Louisiana, North Carolina and Virginia have introduced ratification bills in their state legislatures. The most likely states to ratify are IL and VA. The VA Senate has voted six time to ratify the ERA but the bill was blocked each time in the VA House of Delegates. Both Houses in IL have ratified the ERA several times but never in the same year. Activists are not giving up and are organizing new campaigns.

Progress of women’s equality is glacially slow in American history. It took 72-year for women to gain the right to vote. And, it took 49-years for Congress to approve the ERA before sending it out to the states for ratification.

Nevada’s ratification is an encouraging sign, however slow-paced. State lawmakers who voted for the amendment say it is a profound and overdue gesture for women who continue to experience discrimination. We agree. We need the ERA now more than ever and we shall overcome. Justice will prevail.

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Following Michigan NOW on our Facebook page

Do you want to start a NOW Chapter or group?
NOW chapters and groups are the heart and muscle of NOW. Chapters elect leaders, set policy, and determine NOW’s grassroots agenda. Groups are less formal. By speaking out and taking action, NOW activists make change happen at the local, state, and national level.

**Checklist to convene a NOW chapter or group:**
Become a NOW member if you have not done so already. Go to www.michnow.org to register.

Contact your State President/Coordinator to express your interest. Contact MI NOW at 517-485-9687 or minow@danamgt.com.
THANK YOU TO THESE AMAZING PEOPLE WHO SUPPORTED MICHIGAN NOW DURING OUR SUMMER FUNDRAISING CAMPAIGN

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THANK YOU!!!
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