

VENTURA COUNTY COMMISSION FOR WOMEN

Public Social Services Agency
3161 Loma Vista Road
Ventura, CA 93003
(805) 652-6411

county of ventura

Commission Members:

District 1

Jean Getchell Bush
Arleen S. Rosenfield
Mary Silverman

District 2

Raymond C. Clayton
Virginia M. Connell
Louise Grethel

District 3

Alicia Ramirez-Brewer, Ed.D.
Sandra Smith Ryder

District 4

Dorothy J. Engel
Brook A. Hubbell, Ed.D.
Candace L. Matson

District 5

Tila Estrada
Martha Sheffey White

VENTURA COUNTY COMMISSION FOR WOMEN

PSSA District Office
2220 Ventura Blvd.
Camarillo, California

Saturday, January 25, 1986

MINUTES

COMMISSIONERS PRESENT:

Jean Bush
Raymond Clayton
Ginny Connell
Dot Engel
Tila Estrada
Lillian Goldman
Candace Matson
Alicia Ramirez-Brewer
Arleen Rosenfield
Sandra Ryder
Mary Silverman

COMMISSIONERS ABSENT:

Brook Hubbell
Martha White

(Excused)

STAFF: Martha Baskerville

GUESTS: Lee Anderson, Isabel Wright, Priscilla Pike, Paula Shain, Bonnie Warrington, all are Directors of the Friends of the Commission; Raji Bishnoi, County of Ventura Child Care Specialist; Janet Anders; Laurie Freeman, Organized Parents Against Latchkey; JoAnn Slatten, CSUN Child Dev. Dept.; Terry Dryer and Clinton Tatum, County of Ventura Chief Administrative Office Analysts; Sylvia Preston, Child Development Resources; India Preston; Fritz Conle, Gregoria Toledo and Kay Banyai, UFCW-78A; Ludivina Moncada, Rosa Ramirez, Celia Sandoval, Martha Vega, Raquel Medrano, Guadalupe Ayon.

I. CALL TO ORDER

The regular monthly meeting of the Ventura County Commission for Women was called to order by Co-Chair Jean Bush at 9:10 a.m.

II. The minutes of the regular monthly meeting of 12/14/85, held at the home of Co-Chair Dot Engel in Thousand Oaks, were approved as submitted.

Public Social Services Agency
3181 Loma Vista Road
Ventura, CA 93003
(805) 682-8411



III. Financial Report

As reported by Co-Chair Bush, the most recent accounting report, dated 1/3/86, showed 54% of the fiscal year elapsed with a total of 24% of the budget expended.

IV. Executive Secretary's Report Commissioner Matson

Ms. Matson initiated discussion of information received re: the "Coors' Gallery of Women", a photo exhibit, and the possible participation of the California Commission on the Status of Women in promoting the showing of the exhibit in Los Angeles.

M/S/P (Connell, Silverman) to send a letter to the California Commission on the Status of Women stating our concern regarding the reputation of Coors' hiring policies.

Several commissioners expressed disappointment in the letter received from the Chairman of the Board of Sunkist regarding the merging of Seaboard Lemon Association into Saticoy Lemon Association and the subsequent non-union status of former Seaboard employees.

V. Staff Report Martha Baskerville

A. The "I CAN" Training Program for Volunteer Coordinators will take place on two mornings, Wednesday, Feb. 19 and Wednesday, March 19, from 8:30 a.m. to 12:30 p.m. at the Thousand Oaks Library, 1401 Janss Rd., Thousand Oaks. Pre-registration is requested. The cost of materials is \$11.85. Commission Co-Chair Dot Engel and Staff will attend.

B. A workshop presented by the County Affirmative Action Office titled "Sexual Harassment (Understanding, Recognition, & Prevention)" is scheduled for Tuesday, February 11, 8:30 a.m. to noon, Government Center Administration Bldg., Rm. 344. Co-Chair Engel and staff will attend. Other commissioners are encouraged to attend if possible.

VI. Committee Reports

A. Child Care Commissioner Engel
Commissioners Engel and Hubbell met in December with Berta Steele, Chair of the United Way Task Force on Child Care. They discussed the findings and recommendations of the United Way Task Force. See Item IX for more information re: the United Way Task Force on Child Care.

Commissioner Hubbell made a presentation to the Thousand Oaks City Council regarding employer-assisted child care. Commissioner Estrada suggested that a letter be sent offering such a presentation to each city council.

Raji Bishnoi explained her work as the Child Care Specialist for the County and offered to provide information and assistance to cities and others who are interested in employer-assisted child care.

The Ventura YMCA is negotiating with the Ventura Unified School District to provide after-school child care at a school site.

B. Domestic Violence Services Commissioner Silverman

Commissioner Mary Silverman read the letter from CAO Wittenberg of Feb., 1984, authorizing the Commission for Women to assist PSSA in monitoring the domestic violence services funded in the county by Presley funds. She reported on a meeting with Elaine Herzog, the Executive Director of the Coalition Against Household Violence, and presented information contained in the most recent statistical report from CAHV.

Commissioner Lillian Goldman offered to serve on the committee with Ms. Silverman.

C. The Communications/Public Relations report was deferred to February's regular meeting.

VII. Friends of the Commission Lee Anderson

Friends' President Lee Anderson reported that the primary concern is that the wrap-up meeting for the '85 "Salute To Women" banquet take place and be well-attended. That meeting is scheduled for Tuesday, Feb. 11, 7:30 p.m. at the PSSA facility, 2220 Ventura Blvd., Camarillo.

At 10:10 a.m. there was a break, followed by a presentation by Berta Steele, United Way Child Care Task Force, and remarks by Fritz Conle, UFCW-78A and workers from Seaboard Lemon Association. These two presentations will be reported on under Item IX, Other.

VIII. Old Business

A. After discussion, it was M/S/P (Alicia Ramirez-Brewer, Tila Estrada) to submit the following list of priority funding requests to the Friends of the Commission:

1. A \$150 contribution to the Women's History Project to enable the WHP to repay a loan made to them by Martha Baskerville.
2. To reimburse Commissioner Matson for telephone expenses incurred for the "Salute To Women" awards - \$55.75.
3. To donate \$2500 for the purchase of a computer system to be used in the Commission's office.
4. \$500 for public educational workshops.
5. \$600 for a brochure on women's legal rights.
6. \$1500 to be used for keynote speakers for workshops.
7. \$500 for a seminar on housing.

This list will be submitted along with requests for recruitment of volunteers to assist the task forces in housing, education and special needs of divorced women to implement planned projects.

B. Reception for Friends

It was decided that the reception should be only a social event to say thank you to the Friends for their hard work and success in organizing the "Salute To Women" banquet. It is scheduled for Sunday, February 22, 2 p.m. - 4 p.m., at the home of Alicia Ramirez-Brewer in Fillmore. Invitations will be sent to the present and past members of the Board of Directors of the Friends.

IX. Other

- A. Berta Steele, Chairperson of Ventura County United Way's Task Force on Child Care, reported on the work over the past year of the task force and the recommendations made by the task force to the United Way Board of Directors. The recommendations will be considered by the Board of Directors in February. This consideration has been delayed due to the departure of the former Executive Director, Tom Rupper, for a new position. The new Executive Director is Colleen Hunter.

Ms. Steele presented statistics from several census reports and other sources to highlight the fact that in Ventura County:

- . the population is growing rapidly
- . one third to one half of recent and projected population growth is due to the birth of babies
- . the number of single parent households is increasing
- . the number of mothers in the workforce is increasing
- . the number of children who need child care is increasing
- . the number of available licensed child care slots has decreased since 1970.

Recommendations to be considered by the United Way Board of Directors include:

1. Establish a Child Care Task Force Implementation Committee.
2. Establish a Child Care Congress to expand existing child care networks, study and monitor legislation, advocate for child care legislation on local, state and federal levels, develop forums, study and monitor the general progress in Ventura County and submit an annual report.
3. Establish an Employer-Supported Child Care Information Program - in conjunction with the Commission for Women, Child Development Resources and others.
4. Develop a model child care ordinance for developers.

5. Recruit and hire a full time staff to aid in all of the above.
6. Establish a Ventura County Child Care Trust Fund to provide: grants to child care providers to purchase slots; grants to stimulate development of child care in high priority need areas, vouchers to parents, grants for training.

The goal of United Way is to link the resources and funding with the need. One benefit of the Task Force's work already apparent is the increased level of awareness by many in the county of the severity of the need for more quality child care of all kinds.

Copies of the complete Task Force report will be available following its consideration by the Board of Directors.

- B. Fritz Conle, United Food and Commercial Workers International Union, Local 78-A, & former employees of Seaboard Lemon Association and Saticoy Lemon Association discussed the background of hiring and job practices at Seaboard and Saticoy Lemon Associations and the lawsuits filed with the State Dept. of Fair Employment and Housing charging sex discrimination at Seaboard and with the National Labor Relations Board to gain recognition of the union at Saticoy Lemon Association.

Information provided is that: jobs are segregated according to sex; increased mechanization has affected women's jobs causing lay-offs; women who have been laid-off are not hired for any jobs done by men; new un-trained men are hired rather than re-hiring women regardless of the number of years' experience the women have; all women employees except office secretaries are classified as washer/packers, the lowest paid job classification; all jobs held by men are paid more than jobs held by women except for one man.

In February, 1985, Seaboard workers voted to be represented by the union. Contract negotiations took place from March to December. On December 19, Seaboard workers ratified a contract agreement which provided for a small hourly wage increase and contained language providing for a grievance procedure, posting of job openings and a no-discrimination clause. On December 20, Seaboard announced a merger with Saticoy Lemon Association and all employees were fired. After one week, Saticoy Lemon re-opened the Seaboard packing sheds, rehired Seaboard workers at wages lower than the union contract had called for and as new, probationary employees, and with no union.

The lemon growers who store and pack their lemons at the packing houses of Saticoy Lemon Association (and formerly Seaboard Lemon Association) belong to Sunkist Growers Inc. Sunkist markets all the lemons packed there.

Mr. Conle asked the Commission to hold a public hearing regarding this situation. Commissioners agreed to gather information

before the next monthly meeting and to develop a plan of action at that meeting.

X. Announcements

- . A plaque was presented to Alicia Ramirez-Brewer in recognition of her term as Co-Chair of the Commission in 1984-85.
- . Thanks were expressed to Clinton Tatum for his help and support during his assignment as the CAO Analyst for the Commission.
- . Terry Dryer was welcomed as the newly appointed analyst.
- . Commissioner Ryder will attend the Friends Board of Directors meeting on Feb. 18; Commissioner Matson will attend on March 18.
- . The tour of KTIE-TV facilities and meeting with the general manager will be on Wednesday, Jan. 29 at 4 p.m.
- . Copies of the California Commission on the Status of Women's Comparable Worth Task Force Report are available in the office.
- . Commissioner Connell reported that Janet Baker is the new staff person hired by the County's Personnel Dept. to conduct the job classification study.
- . Commissioner Matson announced that the "March For Women's Lives" will take place on March 16 in Los Angeles. This march is to call attention to the anti-abortion initiatives on the ballots in California and Oregon. For more information call the Simi-Conejo NOW office, 583-1213.

XI. The meeting was adjourned at 1:40 p.m. The next regular monthly meeting of the Commission for Women will be held on Saturday, February 22, 9 a.m. - 12 noon, in the conference room of the PSSA Facility/Senior Nutrition Program Site, 2220 Ventura Blvd., Camarillo (the same location as for January's meeting).

Prepared by Martha Baskerville, Staff
Ventura County Commission for Women
2/5/86