



# WOMEN WORKING 2016



WORKFORCE DEVELOPMENT INSTITUTE



## **TRISHA** BOTTY

Union Child Care Activist  
(Formerly SEIU Local 200United)

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Trisha has been a strong, passionate activist on behalf of working people throughout the region and state. Recognizing the concerns of affordable, accessible and quality child care for many working families, she brought the issue of child care to the forefront in Onondaga County. With the support of many advocates and union members, their efforts were successful and now more Central New York families will have the opportunity to obtain affordable child care.



## **CHERYL** **HUGHES** **KATIE** **SACCO**

Teachers (NYSUT, Kenmore-Tonawanda Teachers Association)

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Cheryl and Katie, passionate educators, child advocates and union activists have been key organizers with unions and community groups and have created a program called First Book. First Book is a combined effort providing books to children who may not be able to access literature otherwise. They have handed out over 5,000 books in the Kenmore-Tonawanda district.



## **PATRICIA** DYNES

Business Agent and Recording Secretary  
(IATSE Local 499) and Vice-President of  
the Hudson Valley Area Labor Federation

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Pati is a one woman show for her union, advocating for workers rights across the Hudson Valley. She has been working for unionism since the UFW grape boycott in 1975 and anticipates at least another 20 years of useful energy for the cause.



## **FRAN** HYDE

Educator, Community and Labor Activist  
(NYSUT, AFT)

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One of the first women activists on her labor council, Fran Hyde is a true pioneer. A retired teacher and past president of the Troy Teachers Association, she is equally dedicated to improving conditions for working families in the Capital Region.



## **ARABEL** **VIVIANA** GUZMAN

Bus Monitor (TWU Local 100)

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Viviana Guzman, a shop steward and a proud bus monitor, is willing to be on the front lines and a voice for her community and beyond. She was instrumental in organizing a strike resulting in the highest wage gains in the industry for Westchester County school bus workers.



## **MICHELE** MANDIA

Registered Nurse (CWA Local 1126)

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A registered nurse and community activist, Michele has contributed to her community in numerous ways, always advocating for and expressing her commitment to the labor movement. She serves on the Utica School Board, the Central New York Labor Council, and the Board of Directors for United Way.



## **SANDRA** OXFORD

Vice President (UFCW Local 888)

Sandra is tireless in her efforts to improve conditions and wages for workers in the farming and food production industries. She is the founder of Somos la Llave del Futuro (SLF), committed to empowering the Latino communities in the Hudson Valley. In her spare time, she skates on a roller derby team.



## **ALICIA** SNOW

Electrical Apprentice (IBEW Local 43)

Alicia Snow is a second-year apprentice who excels in both her formal studies and on the jobsite. She has become an effective role model for women in the building trades, representing IBEW at middle and high school career days.



## **PAT** PULEO

President, Yonkers Federation of Teachers (NYSUT)

As the first woman president of the Yonkers Federation of Teachers, Pat has been a leader in the union movement throughout her teaching career. She reminds her membership that the effort is always about improving the quality of education in the City of Yonkers and the State of New York.



## **ANGELA** SPAHR

Special Education Teacher (NYSUT Malone Federation of Teachers)

Angela is a passionate, dedicated teacher who makes education issues an ongoing part of her community activities. She is a vital part of the Malone Federation of Teachers and has served in many capacities, including President of this NYSUT local.



## **ALFREDA** SIMKINS

Porter and Executive Board Member (32BJ SEIU)

Alfreda is a leader and dedicated union member. She understands the needs of working people and works hard both at her job and in her national union leadership position. Her work is about ensuring that her union brothers and sisters are supported, protected and able to provide for their families.



## **DENISE** YOUNG

Education and Training Specialist (USWA Local 9265)

A Rochester icon in the labor movement, Denise Young has been on the front lines for workers' rights, social justice and other community issues for many years. She is especially known for her gifted skills as a facilitator, bringing together diverse groups and viewpoints.



# PATRICIA DYNES

Business Agent and  
Recording Secretary  
(IATSE Local 499) and  
Vice-President of  
the Hudson Valley Area  
Labor Federation

# JANUARY

DECEMBER							FEBRUARY						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
		1	2	3	4	5		1	2	3	4	5	6
6	7	8	9	10	11	12	7	8	9	10	11	12	13
13	14	15	16	17	18	19	14	15	16	17	18	19	20
20	21	22	23	24	25	26	21	22	23	24	25	26	27
27	28	29	30	31			28	29					

**SUN                      MON                      TUE                      WED                      THU                      FRI                      SAT**

					1 New Year's Day	2
3	4	5	6	7	8 Mary Kenney O'Sullivan, American labor leader and reformer, born 1864	9
10	11	12	13	14	15	16
17	18 Martin Luther King, Jr. Day	19	20	21	22	23
24/31	25	26	27	28	29 The Lilly Ledbetter Fair Pay Act was signed, 2009	30



A close-up portrait of Alfreda Simpkins, a Black woman with voluminous, curly dark brown hair. She is wearing a purple sleeveless top and has purple eyeshadow and lipstick. She is smiling slightly and looking towards the camera. The background is a soft, out-of-focus green and grey.

**ALFREDA  
SIMPKINS**

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Porter and  
Executive Board  
Member, SEIU 32BJ

# FEBRUARY

## BLACK HISTORY MONTH

JANUARY							MARCH						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
					1	2			1	2	3	4	5
3	4	5	6	7	8	9	6	7	8	9	10	11	12
10	11	12	13	14	15	16	13	14	15	16	17	18	19
17	18	19	20	21	22	23	20	21	22	23	24	25	26
24 <sub>31</sub>	25	26	27	28	29	30	27	28	29	30	31		

**SUN**                      **MON**                      **TUE**                      **WED**                      **THU**                      **FRI**                      **SAT**

	1	2	3	4 Rosa Parks, civil rights leader, born 1913	5	6
7	8	9	10	11	12	13
14	15 Presidents' Day	16	17	18	19	20
21	22	23 Kate Mullaney founded the Collar Laundry Union in 1864	24	25	26	27
28	29					



A close-up portrait of an elderly woman with short, light-colored hair, wearing black-rimmed glasses and large, ornate earrings. She is looking directly at the camera with a slight smile. The background is blurred, showing what appears to be a bookshelf or office setting.

# **DENISE YOUNG**

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Education and  
Training Specialist  
USWA Local 9265

# MARCH

## WOMEN'S HISTORY MONTH

FEBRUARY							APRIL						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
	1	2	3	4	5	6						1	2
7	8	9	10	11	12	13	3	4	5	6	7	8	9
14	15	16	17	18	19	20	10	11	12	13	14	15	16
21	22	23	24	25	26	27	17	18	19	20	21	22	23
28	29						24	25	26	27	28	29	30

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4 Frances Perkins, appointed first woman cabinet member, 1933	5
6	7	8 International Women's Day	9	10	11	12 Coalition of Labor Union Women (CLUW) was founded, 1974
13 Daylight Savings Time Begins	14 Bread and Roses Strike settled, 1912	15	16	17	18	19
20	21	22	23	24	25 Triangle Shirtwaist Company fire, 1911	26
27 Easter	28	29	30	31		





# ANGELA SPAHR

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Special Education  
Teacher, NYSUT  
Malone Federation  
of Teachers

# APRIL

MARCH							MAY						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
		1	2	3	4	5	1	2	3	4	5	6	7
6	7	8	9	10	11	12	8	9	10	11	12	13	14
13	14	15	16	17	18	19	15	16	17	18	19	20	21
20	21	22	23	24	25	26	22	23	24	25	26	27	28
27	28	29	30	31			29	30	31				

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10 Dolores Clara Fernández Huerta, co-founded National Farm Workers Association in 1962	11	12	13	14	15	16
17	18	19 Sarah George Bagley, became first president of the Lowell Female Labor Reform Association in 1844	20	21	22 Passover begins	23
24	25	26	27 Administrative Professionals Day	28 Workers Memorial Day	29	30





# **ALICIA SNOW**

Electrical Apprentice  
IBEW Local 43

# MAY ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

APRIL							JUNE						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
					1	2				1	2	3	4
3	4	5	6	7	8	9	5	6	7	8	9	10	11
10	11	12	13	14	15	16	12	13	14	15	16	17	18
17	18	19	20	21	22	23	19	20	21	22	23	24	25
24	25	26	27	28	29	30	26	27	28	29	30		

**SUN MON TUE WED THU FRI SAT**

1 International Workers' Day	2	3	4	5	6 National Nurses' Day	7
8 Mother's Day	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23 Mary "Mother" Jones led the "March of the Mill Children" in 1903	24	25	26	27	28
29	30 Memorial Day	31				





**ARABEL  
VIVIANA  
GUZMAN**

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Bus Monitor  
TWU Local 100

# JUNE

MAY							JULY						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
1	2	3	4	5	6	7						1	2
8	9	10	11	12	13	14	3	4	5	6	7	8	9
15	16	17	18	19	20	21	10	11	12	13	14	15	16
22	23	24	25	26	27	28	17	18	19	20	21	22	23
29	30	31					24 <sup>31</sup>	25	26	27	28	29	30

**SUN**                      **MON**                      **TUE**                      **WED**                      **THU**                      **FRI**                      **SAT**

			1	2	3	4
5	6 Ramadan begins	7	8	9	10 Equal Pay Act of 1963 passed	11
12	13	14	15	16	17	18
19 Father's Day	20	21	22	23	24	25 Fair Labor Standards Act was signed, 1938
26	27	28	29	30		



A close-up portrait of Fran Hyde, an older woman with short, wavy brown hair, wearing glasses and a pearl necklace. She is wearing a light pink or coral-colored top. The background is slightly blurred, showing what appears to be a bulletin board with papers and colorful pushpins.

# FRAN HYDE

Educator, Community  
and Labor Activist  
NYSUT, AFT

# JULY

JUNE							AUGUST							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
			1	2	3	4			1	2	3	4	5	6
5	6	7	8	9	10	11	7	8	9	10	11	12	13	
12	13	14	15	16	17	18	14	15	16	17	18	19	20	
19	20	21	22	23	24	25	21	22	23	24	25	26	27	
26	27	28	29	30			28	29	30	31				

**SUN**                      **MON**                      **TUE**                      **WED**                      **THU**                      **FRI**                      **SAT**

					1	2 Civil Rights Act enacted, 1964
3	4 Independence Day	5	6	7	8	9
10 Mary McLeod Bethune, founded National Council of Negro Women in 1935	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30





# MICHELE MANDIA

Registered Nurse  
CWA Local 1126

# AUGUST

JULY							SEPTEMBER						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
					1	2					1	2	3
3	4	5	6	7	8	9	4	5	6	7	8	9	10
10	11	12	13	14	15	16	11	12	13	14	15	16	17
17	18	19	20	21	22	23	18	19	20	21	22	23	24
24 <sub>31</sub>	25	26	27	28	29	30	25	26	27	28	29	30	

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3 Linda Chavez Thompson, Executive Vice- President of the AFL-CIO 1995-2007	4	5	6 Voting Rights Act of 1965
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26 19th Amendment of U.S. Constitution granting women right to vote, 1920	27
28	29	30	31			



A portrait of Pat Puleo, a woman with short, wavy brown hair, smiling. She is wearing a bright blue blazer over a white lace top. She has turquoise and silver earrings and a matching necklace. A small pin is visible on her lapel.

# PAT PULEO

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President  
Yonkers Federation of  
Teachers, NYSUT

# SEPTEMBER

AUGUST							OCTOBER						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
	1	2	3	4	5	6							1
7	8	9	10	11	12	13	2	3	4	5	6	7	8
14	15	16	17	18	19	20	9	10	11	12	13	14	15
21	22	23	24	25	26	27	16	17	18	19	20	21	22
28	29	30	31				23 <sup>30</sup> / <sub>30</sub>	24 <sup>31</sup> / <sub>31</sub>	25	26	27	28	29

**SUN**                      **MON**                      **TUE**                      **WED**                      **THU**                      **FRI**                      **SAT**

				1	2	3
4	5 Labor Day	6 Jane Addams, suffragist, born 1860	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



A close-up portrait of Sandra Oxford, a woman with long dark hair, wearing a white polo shirt. The background is a soft-focus outdoor setting with green foliage. The text 'SANDRA OXFORD' is overlaid on the left side of the image in a large, bold, white font.

# SANDRA OXFORD

Vice President  
UFCW Local 888

The logo for UFCW Local 888 is located on the bottom right of the white polo shirt. It features a stylized orange and yellow wave icon to the left of the text 'UFCW' in a bold blue font. Below 'UFCW' is the tagline 'a VOICE for working America' in a smaller blue font, and at the bottom is 'LOCAL 888' in a larger blue font.

**UFCW**  
a VOICE for working America  
LOCAL 888

# OCTOBER

## HISPANIC HERITAGE MONTH

SEPTEMBER							NOVEMBER						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
				1	2	3			1	2	3	4	5
4	5	6	7	8	9	10	6	7	8	9	10	11	12
11	12	13	14	15	16	17	13	14	15	16	17	18	19
18	19	20	21	22	23	24	20	21	22	23	24	25	26
25	26	27	28	29	30		27	28	29	30			

**SUN MON TUE WED THU FRI SAT**

						1
2 Rosh Hashanah begins	3	4	5	6	7	8
9	10 Columbus Day	11 Yom Kippur begins	12	13	14	15
16	17	18	19	20	21	22 Velma Veloria, organizer for the OPEIU, ILWU Local 37, and the SEIU, born 1950
23/30	24/31	25	26	27	28	29





# **TRISHA BOTTY**

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Union Child Care  
Activist, Formerly SEIU  
Local 200United

# NOVEMBER

OCTOBER							DECEMBER							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
						1						1	2	3
2	3	4	5	6	7	8	4	5	6	7	8	9	10	
9	10	11	12	13	14	15	11	12	13	14	15	16	17	
16	17	18	19	20	21	22	18	19	20	21	22	23	24	
23 <sub>30</sub>	24 <sub>31</sub>	25	26	27	28	29	25	26	27	28	29	30	31	

**SUN                      MON                      TUE                      WED                      THU                      FRI                      SAT**

		1	2	3	4 Rosina Tucker, founder of the International Ladies' Auxiliary, born 1881	5
6 Daylight Savings ends	7	8 Election Day	9	10	11 Veterans Day	12
13	14 Women's Trade Union League founded in 1903	15 Margaret Haley helped found the American Federation of Teachers in 1916	16	17	18	19
20	21	22	23	24 Thanksgiving Day	25	26
27	28	29	30			





**CHERYL  
HUGHES**

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Teacher, NYSUT  
Kenmore-Tonawanda  
Teachers Association

**KATIE  
SACCO**

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Teacher, NYSUT  
Kenmore-Tonawanda  
Teachers Association

# DECEMBER

NOVEMBER							JANUARY 2017						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
		1	2	3	4	5	1	2	3	4	5	6	7
6	7	8	9	10	11	12	8	9	10	11	12	13	14
13	14	15	16	17	18	19	15	16	17	18	19	20	21
20	21	22	23	24	25	26	22	23	24	25	26	27	28
27	28	29	30				29	30	31				

**SUN                      MON                      TUE                      WED                      THU                      FRI                      SAT**

				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24 Hanukkah begins
25 Christmas Day	26 Kwanzaa begins	27	28	29	30	31 New Year's Eve





"YOU CAN WASTE  
YOUR LIFE DRAWING  
LINES, OR YOU CAN  
LIVE YOUR LIFE  
CROSSING THEM."

— **SHONDA RHIMES**



### Growing and Keeping Good Jobs in New York State

**The Workforce Development Institute** collaborates statewide with businesses, unions and community organizations to fund and facilitate programs that develop, support and enrich the workforce of New York State.

**WDI's Women of the Workforce Initiative (WOW)** focuses on working women in the labor movement. In partnership with the NYS AFL-CIO, Area Labor Federations, Building Trades and Central Labor Councils, WDI works to advance the dialogue surrounding women and work.



WORKFORCE DEVELOPMENT INSTITUTE

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Ed Murphy, Executive Director

