



N.O.W. NEWS

NATIONAL
ORGANIZATION
FOR WOMEN

BAY AREA CHAPTER

NATIONAL ORGANIZATION FOR WOMEN

PROGRAM:

PAY EQUITY

PROGRAM TOPIC: *PAY EQUITY*
PRESENTED BY: *ANITA MARCOS + HEDY SALAZAR*
DATE: *MAY 8, 1985*
TIME: *7:30*
LOCATION: *A UNITING CHURCH
EL CAMINO REAL, + RESEDA
CLEAR LAKE CITY*

The views and opinions expressed in the Bay Area Newsletter are those of the individual authors and/or contributors and do not necessarily express those of any other NOW Chapter, Texas NOW or National NOW

The Agenda for the Bay Area NOW Business Meeting was not discussed. A quorum was not present.

Remember this is your chapter and your voice is important. Unless a quorum is present at the business meetings no actions can be decided upon and no monies can be expended. In essence the chapter cannot function unless a quorum is present to vote on these items.

The Business meeting for May will be Wednesday, May 15. I hope that some of your member can attend.

RAPE KIT

EACH TIME I CLOSE MY EYES I SEE IT—
CONTENTS USED TO GATHER EVIDENCE.
ONE BY ONE I PULL THEM OUT—
COMB, TO COMB THE BODY SURFACE,
SLIDES FOR SMEARS,
CONTAINERS FOR PULLED HAIR AND FIBERS,
CONTAINER FOR THE BLOOD.
WHEN ALL IS OUT I CRAWL INSIDE,
AN OBJECT TOO.
WHAT IS THIS PLACE? A LIMBO?
LUGUBRIOUS LIMBO FOR THE DAMAGED,
CENTERS SLIPPED TO ONE SIDE?
AS THROUGH A VEIL, DIMLY.....
PLASTIC FILM BETWEEN ME AND THE WORLD.
WHAT SHALL I DO IN THIS BLEAK PLACE?
CONTEMPLATE THOSE OBJECTS?
SHALL I GAZE UPON MY NAVEL?
LET HIM CONTEMPLATE HIS NAVEL!
I SEE HIM CONTEMPLATING HIS OWN
WEAFC. -PRICK. HOW PROUD OF IT IS HE NOW?
EYE FOR AN EYE! PENIS FOR A VAGINA!
(FORGIVE ME FATHER FOR I KNOW NOT
WHAT I DID WRONG.)

Rusty Richards

NOTICE TO CHAPTER MEMBERS!

Chapters that wish to submit proposed by-laws revisions to the 1985 State Convention for consideration by the membership must:

1. Approve such proposals by a majority vote at a chapter business meeting, and
2. Send such proposals postmarked **NO LATER THAN MAY 4, 1985** to
Texas NOW By-Laws Committee
Laura J. Linn, Chair
7641 Clarewood, #1175
Houston, Tx. 77036
713 981-9044

Proposed by-laws revisions must specify the section(s) to be changed and the rationale for the change.

SUB-GODDESS WATCHING YOUNG WOMEN

by
RUSTY RICHARDS

TALLER, STRONGER, BOLDER,
LONG LEGS AND SHINY HAIR.
I WATCH IN AWE,
AS FROM ANOTHER WORLD.

YOUNG WOMEN!

WHEN I TALK TO THEM
I WARM TO THEM,
ADMIRE THEIR CERTITUDE,
DETERMINATION.

THEY RUN IN SHORTS,
WORK, LEARN, ASSERT.
NO MINCING STEPS IN SPIKE HEELS,
NO HIDING IN THE HOLLOW OF A HOUSE.

I WANT TO FOLLOW EACH
THROUGHOUT HER DAY, YEAR, LIFE.
INTENTLY WATCHING EACH EMERGE
INTO THE LIFE OF CITY, NATION, WORLD!

I WANT TO SIT ON TOP OF CLOUDS,
INVISIBLE SUB-GODDESS,
I'LL WATCH BENIGNLY,
JUDGING NOT.
NO COLD SURVEILLANT I—
FERVENT SUPPORTER!

I'LL WEEP AT SMALL DEFEATS,
LAUGH AT THEIR JOKES
AND CHEER THEM ON.
SHUDDER WITH PAIN
WHEN THEY COMMIT SMALL CRUELITIES,
SHOUT TO HEAVENS AT LARGE LEAPS,
SPIT IN THE FACE OF ZEUS HIMSELF
WHEN PREJUDICE AFFECTS THEIR LIVES.

I'LL BUILD A BONFIRE THERE
AMONG THE CLOUDS,
INCANT ABOVE THE FLAME AND SMOKE,
"THEY'RE HUMAN, HUMAN,
HUMAN BEINGS ALL."

EACH TIME I SEE A LABEL
HUNG ABOUT A NECK
I'LL REACH OUT NONAPPARENT ARM,
SNATCH IT, BURN IT!

THIS IS WHAT MY VOICE WILL TRUMPET
ALTHOUGH THEY CANNOT HEAR ME.

"GROW! RECLAIM!
RESTORE THE NATURAL BALANCE
LOST FOR EONS,
STRIKE DOWN INJUSTICES—
YOU WILL SUCCEED!"



TEXAS NOW
PAY EQUITY FACT SHEET

Federal law bans job discrimination, both in the Equal Pay Act of 1963 and the Civil Rights Act of 1964. The Equal Pay Act states that an employer cannot discriminate on the basis of sex in paying wages to employees in jobs that are equal. The Civil Rights Act states that it is illegal to discriminate on the basis of race, sex, religion, or national origin.

Both of these laws were passed over 20 years ago, yet there seems that a pervasive pattern of salary bias against women continues to exist. In 1981 the National Research Council at the request of the Equal Rights Commission confirmed that "not only do women do different work than men, but also the work women do is paid less, and the more an occupation is dominated by women, the less it pays."

According to the U.S. Department of Labor:

On the average, a women with four years of college can expect to earn about the same salary as a man who never finished high school.

Despite the ads displaying women doctors, pilots and scientists, women are still concentrated in low-paying, dead-end jobs. Eighty percent of women employed work in only 20 out of 427 occupations listed by the Census Bureau.

The proportion of poor families headed by women is steadily increasing.

The combination of a sex-segregated workforce and low pay for "women's work" is illegal under Title VII of the 1964 Civil Rights Act.

The continued intergration of women into male-dominated occupations will eliminate some of the sex-segregation of the workforce. Another way is Pay Equity.

Pay Equity is NOT "equal pay for equal work." It IS equal pay for work of comparable value.

This means female-dominated jobs -- secretary, nurse, librarian, for example -- should be paid comparably to male - dominated jobs that the employer deemed to be of comparable worth.

How does the employer determine this? It's easy! Most employers have job descriptions and job evaluation plans that enable them to set salaries in the first place. A Pay Equity Study involves rating the female-dominated jobs and male-dominated jobs on the same scale -- not different scales. This scale or evaluation plan measures all jobs according to skill, effort and responsibility required, the education required, the hazards involved and other factors necessary for anyone to perform the job duties.

These factors are rated for each job to come up with a total value or worth for each job. Then the jobs are compared. So, if a Secretary's job has the same value as a maintenance person, then the two jobs should be compensated similarly.

This seems easy, yet most employers do not rate the female-dominated jobs and the male-dominated jobs on the same scale. This has created the earnings gap that exists today. Not the market place!

In a landmark decision in COUNTY OF WASHINGTON V. GUNTER, the U.S. Supreme Court ruled in 1981 that Title VII's prohibition against discrimination in compensation is broader than the Equal Pay Act and prohibits discrimination even when the jobs are not the same.

Job evaluation is not a new tool. For half a century employers have been using job evaluation as a tool for determining the relative worth of jobs. The War Labor Board used job evaluation in World War II in setting wages. Labor arbitrators routinely use job evaluation in determining whether one job should pay more than another. The majority of large companies use some form of job evaluation in wage setting daily.

Injustice has to be addressed regardless of the economic situation. Employers have always used cost as an argument against social progress. Child labor laws, minimum wage laws, and OSHA were all opposed by large companies on the grounds that they would drive companies out of business.

In several locations, such as San Jose, Spokane, and the State of Minnesota pay equity is being phased in over several years without economic disruption. More than 20 states have begun Pay Equity Studies including Iowa, Illinois, North Carolina, Kansas, Arizona, Pennsylvania, and Maryland.

Examples of Segregation of Jobs and Pay Levels:

Women account for 6% of all craftworkers and 78% of all clerical workers.

The average women who work full-time earn 61 cents to every dollar paid to a man.

Women employed by the Federal government earn 63 cents for every dollar earned by men.

In state and local governments, women earn 71 cents for every dollar earned by men.

In the private sector, employed women earn only 56 cents for every dollar earned by men.

Out of 427 occupations listed by the Department of Labor, 50% of employed women are found in only 20 occupations. More than half of these women work in occupations that are 75% female.

For every woman entering a male-dominated field, three enter the female-dominated fields.

As women enter these male-dominated fields, they remain segregated in a small group within the field. Example: there are 50 occupations under the field Professional and Technical, yet more than 45% of the females are employed in five of these occupations.

60% of female workers are now paid less than \$15,000 per year, while only 28% of men fall into this pay level. Fewer than 4% of women make more than \$30,000 per year, while more than 25% of men are paid at this level.

Racial discrimination compounds the economic problems women face. The wage gap for black and hispanic women is 55% and 51% respectively.

28

Houston Forward Times, March 23, 1985

The So-Called Liberation Movement Is A Farce

By Sam Johnson, Sr.

For approximately two decades we have been bombarded with is known as "Equal Rights" for women. Often referred to as the women's liberation movement or women's lib, if you will.

PART ONE OF TWO

This is the "Rip-off" of the twentieth century, because women do not want equal rights. They want female domination.

Equal rights should mean equal responsibility. But I have never heard women demanding equal responsibility. Equality is like pregnancy. There is no in-between. Women who demand to be treated as equals must except the responsibility that accompanies such. Equality has its price. It is not free. What seems to be happening is that a very well organized and militant constituency wants to have its cake and eat too.

The following is what women seem to call equal rights:

Don't restrict me in any way. Let me do whatever I want to do when I want to do it.

BUT WHEN I GET MYSELF INTO trouble, you men come to my rescue and protect me.

Let me work on jobs that are traditionally held by men and give me equal pay; but do not expect me to do the same back breaking, heavy lifting work. Give me something easy.

Don't send me into dangerous areas. That is for the men.

When we go out for entertainment, you men pick up the tab while we women keep our money in our purse.

If we women decide we want a divorce, whether there are any grounds for such or not, the courts must grant our wish and give us all advantages over our ex-spouse. And if there are any minor children, let us become the custodial parent and relegate the children's father to nothing more than a "wallet" with no voice or authority over his children nor whether the money is spent for the children or dissipated.

MY EX-SPOUSE MUST NOT MISS any child support payments, but I may deny him visitation rights at my own discretion.

All legal fees must be paid by the father, even if the mother is gainfully employed. And remind him that he must pay maintenance to his estranged wife in addition to "child support."

All this adds up to "women's rights," not equal rights.

The Texas Family Code (Revised in 1973) plainly states: "In determining which parent to appoint as managing conservator, the court shall consider the qualifications of the respective parents without regard to the sex of the parents."

But judges have tremendous discretionary powers, and they ostensibly rule on what they call "the best interest of the child."

However, they only emphasize the economic needs of the child and virtually ignore the child's emotional needs, which are just as essential to the child's wellbeing, according to some child psychologists. Denial of access of one parent to the child represents a denial of "child support," i.e., emotional child support.

WHY ARE JUDGES SO CAPRICIOUS in their decisions? They are thus because:

1. Most judges are old and believe that women ought to be pampered as they were many years ago.

2. That is the way society wants it to be; and the judges and lawyers follow the line of least resistance. Lawyers will defend women vigorously, but many will not do the same for men. I visit the Family Law Center quite frequently and observe divorce cases. And the way the women, their lawyers and the courts kangaroo the men turns my stomach.

3. It seems that men are too lethargic and naive to get up off their stool and demand their constitutional rights. They just "turn the other cheek" and complain among themselves, which will not improve their plight. Consequently, they are rapidly becoming financially and socially extinct.

From my observations and experiences, the responsibility is too one sided. If both parents were given equal responsibility, the number of divorces would decline.

CONTINUED NEXT WEEK

**PART II
3-30-85**

BY SAM JOHNSON, SR.

But men will have to assume the blame for some of the inequities, because they make the laws but refuse to enforce them. They make bad laws and good laws, and refuse to enforce the good ones.

The law that was passed in 1983, which gives the State of Texas the authority to garnish wages and salaries was passed by the men in the legislature and presented to the people for a vote.

The law that was passed in Washington by Congress, which "hog-ties" men, was also done by men.

But the above laws are not the answer. The answer is, as I've said already, equal responsibility of both parents and joint custody. Of course, lawyers will never support joint custody because it lessens their opportunity to earn \$150 and 200 per hour in legal fees from those parents who fight for sole custody.

I KNOW OF SEVERAL CASES where parents were contemplating getting a divorce, and they had decided to agree on a settlement that was best for all concerned. Everything was going fine until the woman talked to a lawyer; then they couldn't agree on anything anymore.

So lawyers seem to create problems. They don't resolve them. This is what happened with me. After we had decided on a settlement, she talked to a lawyer; and everything fell apart. Nobody came out winner but the lawyers.

The courts in Texas and in some other states say joint custody will not work. Of course, it will not work where they will not allow it to work. But it is working fine in some states, where the lawyers are kept out of the picture.

I HAVE SEEN SOME MEN WHO are thousands of dollars arrearage in "child support" payments. They will never catch up because the payments were exorbitant when they were gainfully employed. Now some are only half employed and some have no job at all. Therefore, for all practical purpose, they're doomed slaves of their ex-spouse and of the courts for the rest of their natural born life.

CONT. PG. 20



National Organization for Women, Inc.

1401 New York Avenue, N.W., Suite 800 • Washington, D.C. 20005-2102 • (202) 347-2279

"THE SILENT SCREAM"

The movie "The Silent Scream" is a highly emotional, factually inaccurate, anti-abortion polemic. It purports to show a sonogram of an abortion of a twelve-week fetus. Although a large segment of the public would react squeamishly to the sonogram of any operation, and many would consider it an invasion of privacy, an unbiased, factual, straightforward sonogram of an abortion would be an entirely different matter.

However, the narration which accompanies "The Silent Scream" is so filled with distortions, politically controversial statements, and medically questionable assertions, that it reduces the film to a piece of propaganda. While the movie has many flaws, three stand out: the claims that neither women nor doctors knew much about the fetus; that a fetus is the same as a child and can feel, think, react and exhibit purposeful activity; and that it is not necessary to include women's experiences in a discussion of abortion.

No woman's voice is heard at any time during the film. Women are pictured variously as pregnant and smiling, prone during an abortion, or crying because they made the "mistake" of having an abortion. The movie simultaneously elevates fetuses to people, and lowers women to speechless and senseless objects.

Although the narrator praises American ingenuity for putting men on the moon and developing the science of "fetology," he never bemoans the lack of safe, effective birth control.

The idea that neither women nor our doctors understood the fetus is also fraudulent. Women, who have been miscarrying for thousands of years, know perfectly well what a fetus looks like. Americans have been able for years to attend museums and see models of fetuses at all stages of development. There has been no mystery about the fetus.

Finally, the movie contains several misleading sleights-of-hand. For example, the viewer is first shown a sonogram of a late-term fetus. This fetus is distinguishable; but the twelve week fetus is not. The whole screen showing the twelve-week fetus has been enlarged way out of proportion, and a doll has been placed directly under the screen to suggest that the fetus is a baby. It would have been much more honest to place a model of a twelve week fetus under the screen.

"The Silent Scream" is medical chicanery. Here is a sampling of medical opinion on the movie:

(over)

MEDICAL OPINION ON "THE SILENT SCREAM"

The Chair of the neuroanatomy department of the Yale University School of Medicine says of the film, "It is not scientific." Despite the fact that the narrator implies that the twelve-week fetus feels pain, "the part of the brain that feels pain develops last." The narrator speaks of "purposeful," "agitated," and "violent" movements on the part of the fetus; in fact, the movement is reflexive muscle twitching. The narrator also repeatedly says that the fetus is "moving," and attempting to "escape" the abortion instrument. "This is like saying a ping pong ball moves when you put it in a bowl of water and stir it with a pencil." As for the contention that the fetus "screams," "In order to scream one would have to have synapses in the cortex."

-Dr. Pasko Rakic
New York Times, January 25, 1985
Philadelphia Enquirer, January 27
Washington Post, February 9

The President of the National Child Neurology Society says that the assertion that a twelve-week fetus could feel pain is "a desperately bad thing to imply...There is a difference between a reflex and a subjective experience."

-Dr. Robert Eiben
New York Times, January 25

The Chair of the department of pediatric neurology of the Medical College of Virginia in Richmond says, "To make a statement that the fetus feels pain is a totally ridiculous statement. Pain implies cognition. There is no brain to receive the information."

-Dr. Edwin C. Meyer
New York Times, January 25

The Chair of pediatric neurology at New York Hospital at Cornell Medical Center in New York says, "The notion that a 12-week fetus screams in discomfort is erroneous."

-Dr. Hart Peterson
New York Times, January 25



National Organization for Women, Inc.

1401 New York Avenue, N.W., Suite 800 • Washington, D.C. 20005-2102 • (202) 347-2279

MEMO TO: The Leadership List

FROM: Mary Jean Collins
Vice President - Action

SUBJECT: Civil Rights Restoration Act of 1985

DATE: February 12, 1985

This mailing marks the start of NOW's 1985 campaign to pass the Civil Rights Restoration Act of 1985. As you know response legislation to the Supreme Court's decision in Grove City College, v. Bell never got past the Senate committee level in 1984.

On January 24, 1985, the Civil Rights Restoration Act of 1985 (HR-700) was introduced into the House of Representatives with Augustus Hawkins (D-CA) as the chief sponsor. To date the bill has 62 co-sponsors. (See attached list) The senate version of the bill is expected to be introduced shortly. Sen. Edward Kennedy (D-MA) and Lowell Wicker (R-CT) are chief sponsors. As of February 8, there were 46 co-sponsors. (See attached list) A one page summary of the bill is included in this mailing.

This effort is a priority for NOW. It is critical that we begin a concerted effort to win the restoration of a woman's right to equal education (Title IX) and to insure that section 504 (the rights of the handicapped), the Age Discrimination Act and Title VI (race) of the Civil Rights Act are amended to make it clear that civil rights laws apply to the entire agency or institution receiving federal funds. The supreme Court ruled last year that a federal grant recipient must ensure nondiscrimination only in the program which actually receives the federal funds, rather than in all of its operations. This interpretation dramatically narrowed the coverage of federal civil rights laws and counters over 20 years of previous enforcement practices by both Republican and Democratic administrations.

Once again, NOW will be working in coalition with the Leadership Conference on Civil Rights and its member organizations to develop strategies to win passage of this legislation. To maximize our effectiveness, the names of state coordinators and/or representatives of several major womens, civil rights, handicapped and senior organizations have been exchanged and designated individuals will be asked to convene a meeting in their city to form an alliance to work for passage of the bill at the grassroots level.

(more)

A vocal and strong message from the grassroots is essential. The bill cannot be passed without your active participation in the coming months. Members of congress report that they are being inundated with mail from the Christian right opposing the bill. In addition house members have also received lobbying visits from the Chamber of Commerce asking them to oppose this legislation. The enemies of equal rights for women are hard at work. The following measures should be taken right now to counter these efforts of the opposition.

1. It is urgent that legislators receive mail and phone calls immediately asking them to sign onto and/or support the legislation. Post cards which your chapter can distribute will be available from the National office. (Please call Joyce Johnson at 202-347-2279 to place your order). The post cards can be distributed at Susan B. Anthony Birthday events, Black History Month activities, chapter and state board meetings, upcoming state conferences, and any regularly scheduled chapter activity. (a copy of a sample post card is attached) We are also enclosing a sample letter for those wishing to write letters. Letters highlighting discrimination on the basis of sex, age, race and disability can also be written. For instance a letter talking about the positive impact of Title IX on women's education would be very good.
2. Between February 10 and February 20, Congress will be recessed and this will be a good time to make visits to local district offices. In order to lobby effectively, we are enclosing a summary of the Civil Rights Restoration Act prepared by the Leadership Conference on Civil Rights and an analysis of the Reagan Administration bill.
3. Please write thank you letters and notes to House and Senate members that have already signed onto the bill.
4. Where possible, participate in the convening of local coalitions to work for passage of the bill.

Reagan Administration Strategy

Sen. Robert Dole and Sen. Orrin Hatch have introduced legislation on behalf of the Reagan Administration (The Civil Rights Amendment Act of 1985). We believe this is an effort on the part of the Administration to divide women from the civil rights community by dealing only with Title IX. It actually doesn't adequately restore Title IX in any case and endangers enforcement of nondiscrimination in other areas, such as housing, health, social services and transportation. This bill does not have the support of the civil rights community. The bill has 13 Republican co-sponsors NOW members urged to contact those senators who have signed the

(more)

Co-Sponsors of the Civil Rights Restoration Act of 1985
(as of 2/6/85)

SENATE (46 total)

Democrats (36)

Kennedy, Edward (MA, chief sponsor)
Baucus, Max (MT)
Bentsen, Lyoyd (TX)
Biden, Joseph (DE)
Bingaman, Jeff (NM)
Bradley, Bill (NJ)
Burdick, Quentin (ND)
Chiles, Lawton (FL)
Cranston, Alan (CA)
DeConcini, Dennis (AZ)
Dixon, Alan (IL)
Dodd, Christopher (CT)
Eagleton, Thomas (MO)
Exon, James (NE)
Glenn, John (OH)
Gore, Albert (TN)
Harkin, Tom (IA)
Hart, Gary (CO)
Hollings, Ernest (SC)
Inouye, Daniel (HA)
Johnston, J. Bennett (LA)
Kerry, John (MA)
Lautenberg, Frank (NJ)
Leahy, Patrick (VT)
Levin, Carl (MI)
Matsunaga, Spark (HA)
Melcher, John (MT)
Metzenbaum, Howard (OH)
Mitchell, George (ME)
Moynihan, Daniel Patrick (NY)
Pell, Clairborne (RI)
Proxmire, William (WI)
Riegle, Donald (MI)
Rockefeller, John (WV)
Sarbanes, Paul (MD)
Simon, Paul (IL)

Democrats (115)

Hawkins (CA, chief sponsor)
Ackerman (NY)
Addabbo (NY)
Andrews (TX)
Aspin (WI)
Aucoin (OR)
Barnes (MD)
Bates (CA)
Bedell (IA)
Berman (CA)
Biaggi (NY)
Boland (MA)
Bonior (MI)
Bosco (CA)
Boucher (VA)
Boxer (CA)
Brown (CA)
Burton (CA)
Bustamante (TX)
Carper (DE)
Clay (MO)
Coslino (CA)
Collins (IL)
Conyers (MI)
De Lugo (VI)
Dellums (CA)
Dixon (CA)
Durbirn (IL)
Dwyer (NJ)
Dymally (CA)
Edgar (PA)
Edwards (CA)
Fascell (FL)
Fauntroy (DC)
Feighan (OH)
Ford (TN)
Fowler (GA)
Frank (MA)
Fuster (PR)
Garcia (NY)
Gejdenson (CT)
Gephardt (MO)
Glickman (KS)
Gray (PA)
Guarini (NJ)
Hayes (IL)
Howard (NJ)
Hoyer (MD)
Hughes (NJ)

Jacobs (IN)
Kaptur (OH)
Kastenmeier (WI)
Kennelly (CT)
Kildee (MI)
Kolter (CA)
Lantos (PA)
Lehman (FL)
Leland (TX)
Levin (MI)
Lowry (WA)
Markley (MA)
Martinez (CA)
Mikulski (MD)
Miller (CA)
Mineta (CA)
Mitchell (MD)
Moakley (MA)
Moody (WI)
Morrison (CT)
Mrzek (NY)
Nowak (NY)
Oakar (OH)
Olin (VA)
Owens (NY)
Panetta (CA)
Pease (OH)
Pepper (FL)
Pickle (TX)
Rahall (WV)
Richardson (NM)
Rodino (NJ)
Roe (NJ)
Rose (NC)
Roybal (CA)
Sabo (MN)
Savage (IL)
Scheuer (NY)
Seiberling (OH)
Schroeder (CO)
Schumer (NY)
Sikorski (MN)
Smith (FL)
St Germain (RI)
Stark (CA)
Stokes (OH)
Studds (MA)
Swift (WA)
Synar (OK)

Republicans (19)

Torres (CA)
Torrice (NJ)
Towns (NY)
Traxler (MI)
Udall (AZ)
Vento (MN)
Visclosky (IN)
Volkmr (MO)
Walgren (PA)
Waxman (CA)
Weaver (OR)
Weiss (NY)
Wolpe (MI)

Republicans (10)

Weicker, Lowell (CT, chief sponsor)
Andrews, Mark (ND)
Chafee, John (RI)
Cohen, William (ME)
Durenberger, David (MN)
Evans, Daniel (WA)
Mathias, Charles (MD)
Packwood, Bob (OR)
Specter, Arlen (PA)
Stafford, Robert (VT)

Dole bill and request that they sign onto and support the more comprehensive Civil Rights Restoration Act of 1985. The 13 senators are: (Dole (R-KS), Hatch (R-UT), Grassley (R-IA), Warner (R-VA), Gorton (R-WA), Hatfield (R-OR), Wilson (R-CA), Abdnor (R-SD), Specter (R-PA), Simpson (R-WY), Pressler (R-SD), Tribble (R-VA) Heinz (R-DA), McConnell (R-KY)

It is urgent we begin to build momentum immediately. We expect hearings in late February and early March. In addition, field hearings are also being planned. The exact date, place and time has not been determined. As soon as the information becomes available, we will notify those states involved. This is the first in a series of mailings to you. For further information and assistance, please contact Joyce Johnson, Minority Issues Staffperson at the National NOW Action Center, 1401 New York Avenue. NW. #800, Washington, D.C. 20005-2102 (202)347-2279

REMEMBER IT IS URGENT TO GENERATE AS MUCH MAIL AS POSSIBLE AS SOON AS POSSIBLE.

WHAT IS WRONG WITH THE ADMINISTRATION-DOLE BILL

1. The bill deals specifically only with education. It does not clearly ban discrimination with the use of federal assistance in many other areas--for example, health, social services, transportation, housing.

2. As to these areas, the bill says only that the law shall be construed "without reference" to the Grove City decision. It in no way precludes the Supreme Court from reaching the very same restrictive result it reached in Grove City, a decision which allows discrimination to flourish with dollars collected from federal taxpayers.

Some examples:

(a) A black patient could be denied medical care at a state hospital even though the state hospital system receives federal funds if the funds were not traceable to the particular hospital and unit where the discrimination occurred.

(b) A state that receives federal funds may refuse to permit the adoption of disabled children if the funds are not traceable to the particular unit responsible for adoption.

(c) People over the age of 55 are denied immunization by a city clinic's policy of providing such services only to the working-age population. Such discrimination would be permitted even though the city received federal funds for health services unless the funds were traceable to this particular service.

The same problems would occur with respect to discrimination in private corporations. Corporations which receive federal assistance would likely be free to discriminate in particular facilities or operations to which the assistance was not traceable.

3. Even as to education, the bill does not clearly restore the broad coverage that existed prior to the Grove City decision. Where federal assistance goes to a public school system, it is not at all clear under the Administration-Dole bill, that the entire system will be prohibited from discriminating as was the case prior to Grove City.

Example: Girls in elementary and high schools could be denied access to vocational and technical courses even though the public school system receives federal funds if the assistance is not traceable to the particular school or course.

4. With respect to the education section of the bill, there is another serious flaw. It uses the term "educational institution" and states that it will be covered in its entirety. However, the very term "educational institution", which is already used in Title IX for other purposes, is defined in Title IX to include or to mean

MONTH

MAY

YEAR

1985

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2 NOW PROGRAM MEETING	3	4
5	6	7	8	9	10	11
12	13	14	15 NOW BUSINESS MEETING <u>7:30</u>	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

THE CIVIL RIGHTS RESTORATION ACT OF 1985

The bill will restore Title IX, Section 504, the Age Discrimination Act and Title VI to their broad, institution-wide application as previously administered by the executive branch. To achieve this end, each of the four laws is amended in the same way.

However, the approach taken in this bill differs substantially from the approach taken last year. Rather than use the term "recipient" in place of the current statutory term "program or activity," as the bill did last year, in this bill the term "program or activity" is retained and a definition of the term is added. ("Program or activity" is the phrase narrowly interpreted in the Grove City decision.) The word "recipient" is not used in the bill at all.

The definition of "program or activity" sets out three important principles. These principles represent the sponsor's understanding of coverage prior to Grove City:

1. When a state or local government agency or department receives federal funds, the entire agency or department is covered.
2. When a university, higher education system, local education agency, or other elementary and secondary school system receives federal financial funds, the entire entity is covered.
3. When a corporation, partnership, or other private organization receives federal funds, the entire entity is covered.

All other entities are to be analogized to one of these three categories and treated accordingly. For example, an independent college like Grove City would be similar to a university, and covered in its entirety.

The bill will also make clear that when a state or local government receives federal financial assistance for distribution to agencies, only that unit (e.g. the Governor's office) to which the funds were extended, and those agencies that actually receive funds, would be covered.

As a necessary corollary to the new definition of "program or activity," the bill also changes the enforcement section of the law, as it did last year, to assure that there is a mechanism to provide for the termination of funds.

Prepared by the Leadership Conference on Civil Rights.

departments of colleges and universities. Therefore, the Administration-Dole bill could lead to the very result reached in the Grove City case -- assuring only that the financial aid department of the college is covered, but not covering the whole college itself. In short, the Administration-Dole bill could result in no improved protection either in or outside education.

Prepared by the Leadership Conference on Civil Rights

SAMPLE LETTER

Dear Senator:
Dear Representative:

I am writing to urge your support of the Civil Rights Restoration Act of 1985. This legislation would ban federal funding to any agency or institution that discriminates on the basis of sex, age, race or disability.

I am especially concerned with the right of women to an equal education (Title IX of the Education Amendments of 1972). Title IX is responsible for the dramatic increase in the participation of women and girls in athletic programs as well as the entire education system.

This legislation would restore Title IX and protect the original intent of congress with regard to Section 504 (the rights of the handicapped), the Age Discrimination Act and Title VI (discrimination on basis of race).

The civil rights of millions of Americans are in jeopardy and must be protected.

I trust you share my concerns and will support this critical legislation.

Sincerely,

The Honorable _____
House of Representatives
Washington, DC 20515

or
The Honorable _____
United States Senate
Washington, D.C. 20510

Dear Representative/
Dear Senator

I am writing to urge your support of the Civil Rights Restoration Act of 1985 (HR-700). The spending of tax dollars to discriminate against women, minorities, the handicapped and the aged is wrong. Insure civil rights for all citizens.

2A / The Houston Post / Mon., March 25, 1985

Nearly half of all rapes go unreported: study

Justice Dept. faults laws

WASHINGTON (UPI) — A Justice Department study found Sunday nearly half the rapes in the past 10 years went unreported, prompting strong comments from a Justice Department official who suggested victims sometimes are hesitant to come forward because of mistreatment under current law.

"We know from this study by the bureau (of Justice Statistics) that over a 10-year period hundreds of thousands of rapes were not reported to the police by the victim," said Assistant Attorney General Lois Haight Herrington, who heads the department's Office of Justice Programs.

The report by the Bureau of Justice Statistics found that 40 percent of the 479,000 women raped between 1973 and 1982 did not report the crime and 49 percent of the 1.03 million attempted rapes during the same period were unreported. In addition, there were an estimated 123,000 male rape victims during the period, the bureau found.

The information comes from data collected annually by the bureau, which questions 123,000 people 12 years and older in 60,000 households every year about their crime experience in the past year.

The bureau found more than 70 percent of rape victims are unmarried women, 63 percent are under 25 and 53 percent are from low-income families.

Eighty-one percent of the victims are white, but black women are "significantly" more likely to be raped compared to their proportion in the general population, the bureau found.

Herrington said rape victims are hesitant to come forward for a variety of reasons with some fearing "becoming entangled in the morass of an insensitive criminal justice system."

"In many states rape victims must literally pay for their crime," she said. "They are given the bill for the medical exam required to gather physical evidence. Burglary victims are not charged for collecting fingerprints. Why should sexual assault victims be charged for collecting evidence?"

Herrington said that would be changed under model legislation being written for states by the Justice Department.

She said rape victims also may hesitate to come forward "knowing their addresses and phone numbers may be made public. They fear intimidation, threats and

even reprisal from the defendant and his friends." That, too, may be changed under proposed model state legislation.

Herrington added that victims also may fear records of therapy sessions with a counselor could be made public and introduced as evidence.

"For rape victims to cooperate with the system they must be assured protection," she said. Herrington said that some laws may provide financial assistance to victims but argued that sentences are too light "for a crime that shatters the life of its victim."

The average sentence for a rapist is nine to 10 years but the actual time served less than three years in prison, she said.

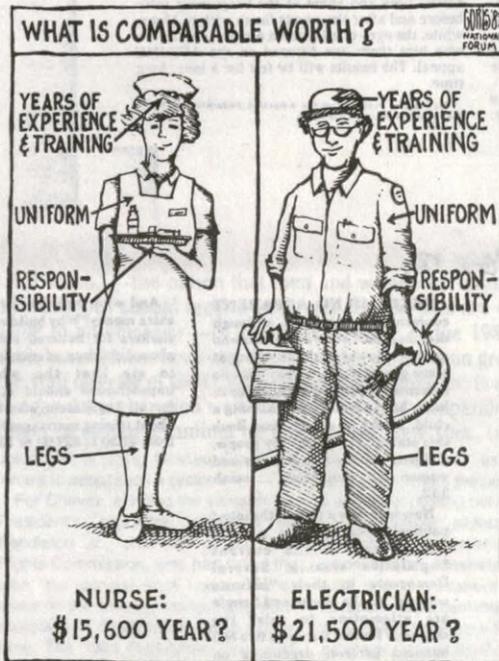
The bureau also found two-thirds of all rapes and attempted rapes occur at night, mostly between 6 p.m. and midnight. About half of all victims reported an annual family income of less than \$10,000 and fewer than 10 percent reported a family income of more than \$25,000.

A woman is twice as likely to be attacked by a stranger than by someone she knows, the report said. About 15 percent of rapes and attempted rapes involved more than one rapist.

Sex biased pay scales in historic time

The Houston Post/Fri., April 12, 1985/ 3B

Supreme Court's decision will be felt
for years



By GERALD W. McENTEE
© 1985 The National Forum

The struggle to remove sex bias from the wage scales of American employers is entering a historic new phase.

Last week, the U.S. Court of Appeals for the Ninth Circuit began hearing oral arguments stemming from a wage discrimination case decided against Washington state by U.S. District Court Judge Jack Tanner in December 1983. That decision, which came after a decade of controversy, held that discriminatory wage scales for some 15,000 employees in female-dominated jobs were "no longer acceptable under the provision of Title VII (of the Civil Rights Act of 1964)." The background to the Tanner decision is illustrative of the entire issue and its potential impact on working women across the country.

In 1973, seeing that many women employed by the state were paid less than their male counterparts in jobs which seemed to be equal in value, the Washington state affiliate of AFSCME, the American Federation of State, County and Municipal Employees, wrote to then-Gov. Dan Evans requesting action. Gov. Evans responded by ordering a study to identify female-dominated job classifications requiring equal skill, effort and responsibility.

Between 1973 and 1983, three successive studies conducted by the state showed that jobs held primarily by women were paid about 20 percent less than jobs held mainly by men — an average pay gap of \$175 per month.

Despite these confirmations of sex discrimination, the state took no real action to correct the bias. Outgoing Gov. Evans requested \$7 million to begin to address the problem in his

Con't TOP Pg. 20

1977-79 budget, but his effort was stalled in the state legislature. To date, despite Judge Tanner's order of back pay and immediate correction, the state has set aside only \$1.5 million to deal with the problem — about \$10 per year for each employee affected by the decision.

In the decade since the first studies in Washington state, AFSCME has uncovered pay discrimination affecting working women throughout the public sector. The implications for working women in both the public and the private sectors are enormous.

Take the Washington state example: According to the state's studies, a laundry operator should be paid more than a farm equipment operator. But the salaries for farm equipment operators were 17 pay grades higher than the laundry workers'. The difference? The higher-paid job was male-dominated.

In both the public and the private sector work forces, there are hundreds of similar examples of pay discrimination in various job classifications. This situation has translated into a national problem for working women who still earn only 62 cents for every dollar a working man makes in spite of increased education and growing work-force participation by women over the past decade.

The tool for uncovering wage discrimination against working women on an employer-by-employer basis has usually been a job evaluation study. Workers' jobs are rated and compared on the basis of skill, responsibility, experience, ability and related criteria. The process used is not new; most large corporate employers use some form of evaluation.

The key point is that whatever system an employer uses should be nondiscriminatory.

Many employer systems are biased against women; they fail to reflect the true value of the services women workers perform.

Recent Supreme Court decisions form the basis for the legal actions now being taken by labor unions and women's groups. In the most important of these, a jail matron in Washington County, Ore., sued her employer, contending that she and other matrons who guarded female prisoners in the county jail were paid less than male guards who supervised the men. The matrons did not contend that their jobs were exactly or even substantially the same as those of the male guards and therefore protected by the equal Pay Act of 1963. Rather, the plaintiffs successfully asserted that the county was guilty of sex-based wage discrimination under Title VII of the Civil Rights Act of 1964.

In upholding this suit, the Supreme Court established a number of important principals which apply in AFSCME vs. Washington state.

First, the court established that Title VII was not limited to equal pay for equal work. The issue for the court was whether the female jobs were paid less than the male jobs because the workers were primarily female. Second, the court found the sex-based wage discrimination to be intentional. Therefore, it was illegal.

It's likely that the issue will reach this Supreme Court again, and it will certainly be raised time and again at the bargaining table before and after the courts finish with it. Meanwhile, the eyes of all women and the employees who hire them are focused on the AFSCME appeal. The results will be felt for a long, long time.

McEnise is President of the American Federation of State County and Municipal Employees

CONT. FROM PG. 7.

Sole custody is "Sexist." And since women are the recipients of sole custody ninety-five percent of the time, it consist of making children more dependent on women than on men, enabling women to instill their values into the future generation-creating a matriarchy society. The reason they say that "the hand which rocks the cradle rules the world" is because the hand which rocks the cradle rules the world.

But women still don't have their "equal rights." Therefore, they're going to try to get an alimony bill through the legislature this session, in order to seal the men's fate.

I note with interest that everybody is getting protection except men. For example, there's strict prohibition of child abuse, and there is a shelter for "battered women," supported by our tax money and the United Way. Also, our Federal Government donates thousands of dollars to women's groups to help them fight men on all fronts.

THERE IS NO APPARENT concern for battered men, although they do exist. I know some men who are not allowed to do anything at home except work and pay bills. So it seems that the advantages lie in being born a female or remaining a child. I read in a very good Book this statement: "As for my people, children are their oppressors and women rule over them".....Isaiah 3:12.

Now let's take a look at the latest political chicanery that is being perpetrated in the current Legislative session. Several Democrats in their "infinite wisdom" in the House and Senate are attempting to raise the marriage license fee up to five 500 hundred percent, depending on whose bill gets the attention of the majority.

Anybody who doesn't walk or fly backward should know that such economic imposition will do nothing but increase common law practice, which deteriorates family strength.

And what will they do with the extra money? Why build some more shelters for battered women and abused children, of course. It seems to me that the wheels of impeachment should star-rolling for all Legislators who even talk about raising marriage license fee from \$7.50 to \$27.00 or \$37.50.

The War Against Equal Pay For "Women's Work"

BY BARBARA DELATINER



Linda Chavez and Beth Luttinger agree that "comparable worth"—the notion that men and women performing nominally different jobs should receive equal pay if those jobs are of comparable value to an employer—is the women's issue of the 1980s. After that basic assumption, however, the two share no common ground. Chavez, the staff director of the U.S. Civil Rights Commission, is a leader in the Reagan Administration's all-out battle against comparable worth. Luttinger, a welfare examiner on Long Island, New York, is active in the union that is suing Nassau County to force it to adopt such a system.

For Chavez, echoing the views of the President's appointee, Clarence M. Pendleton Jr., chairman of the Civil Rights Commission, who has called the idea "the looniest since Looney Tunes came on the screen," comparable worth represents a threat to the nation's economy. The 1984 Republican party platform opposed it and Reagan appointees, such as Chavez, who are charged with policing job and wage discrimination, have consistently and vociferously attacked it. For the time being, at least, comparable worth seems to have replaced the Equal Rights Amendment on conservative hit lists.

To Beth Luttinger, though, comparable

worth, or "pay equity" as proponents prefer to call it, offers the promise of righting a wrong, of helping her earn as much in the "pink ghetto" of traditionally female-dominated jobs as men make in their traditionally male-dominated jobs. Why, she asks, should the state of Washington pay its barbers 5 percent more than it pays its beauticians? Are New York City fire dispatchers (male) worth \$4,000 a year more than female police dispatchers? In other words, if Luttinger's work involves effort, skills, working conditions and responsibility comparable to that of a "male job," why shouldn't Nassau County pay her the same, even if the jobs are different? Her cause—and the cause of pay equity—has been embraced by the Democratic party, much of the labor

Illustration by Peter de Sève



movement, and women's-rights activists.

Basically, what is at issue is job segregation and the wage discrimination that pay-equity proponents say accompanies it. Simply put, despite gains by women in the last decade in integrating the work force by entering previously male-dominated fields, women still earn less than men: in 1984, says the U.S. Bureau of Labor Statistics, some 64 cents for every male dollar. And while pay equity exists to a large extent in "equal pay for equal work" situations, the fact is that 80 percent of all working women are concentrated in 20 of the Labor Department's 427 job categories, at the bottom of the pay-scale heap.

Advocates of pay equity argue that these wages are low only because the jobs are considered "women's jobs." This, they say, constitutes discrimination and violates laws banning discrimination based on sex, race, national origin and religion.

Linda Chavez and other opponents of comparable worth, while not denying that a wage gap exists, insist that the disparity doesn't stem from bias. "Women are paid differently only because they do different work," Chavez says. "Their gains will come when they move into nontraditional fields."

The establishment of pay equity across job lines, opponents claim, would result in economic chaos and a disruption of the American free-enterprise system. William Niskanen, a White House economist, has called comparable worth "a truly crazy proposal"; the Equal Employment Opportunity Commission has refused to take action on any comparable-worth complaints.

That women dominate the lower-paying job ranks is a given that neither side disputes. How that segregation came about, however, is a matter of dispute. Which came first, the chicken or the egg? Did the initial entry of women into certain fields, clerical and sales work, teaching and nursing, for example, depress wages and then keep them down? Or did women, lacking training and ambition, gravitate toward less-demanding jobs, flooding the market and causing wages to fall because employers pay less when the supply of workers is greater than the demand?

Lisa Newell, a Washington, D.C., attorney who specializes in litigating pay-equity cases, believes the gap stems from a conscious decision by employers that "women's work" is worth less; that in the

era of male breadwinners, women were said to work for pin money, and didn't have to be paid a living wage. "There's historical evidence," Newell says, "that once a job ceased being a so-called man's job, wages automatically went down. Look at secretarial work and bank telling. Before the first World War, both were considered responsible, prestigious jobs that afforded men the opportunity to work their way up. Then came the war and the shortage of help, so women were hired and suddenly these became low-status, dead-end jobs with little upward mobility—and with low pay."

On the other hand, Linda Chavez and those who share her views insist that women themselves established and perpetuated the pink ghetto: Because of family status and other societal factors, women traditionally have chosen jobs

"We know that where men go, the wages go up."

that allow them to go in and out of the job market without being penalized—that women have traded off high-paying, responsible jobs for the luxury of working where and when they choose to work.

June O'Neill, an economist at the Urban Institute, a Washington-based research organization, blames the current wage gap on the large number of older women who in the 1970s and early 1980s, "when technology in the home made it possible for them to work," entered the job market in record numbers without training, education or career planning. "These women have chosen to be employed in these fields," O'Neill says. "They're better off than their mothers; they have employment. If they're not earning as much as their husbands, it's not a national disaster.

"Women have to make choices that lead to higher pay," O'Neill continues.

"When women integrate the work force, break out of traditional female jobs, they'll earn more. Today, in fact, when you compare the wages of men and women from twenty to twenty-four years of age, the difference in salary is only eleven to twelve percent."

Ideally, both sides agree, full job integration would close some of the gap, if not all of it. The fact remains that even in occupations that now cross sex lines, women still earn less. In 1983, for example, female lawyers made 88 percent of what their male counterparts did; computer programmers, 81 percent; women editors and reporters, \$321.67 a week compared with the \$407.57 earned by men. Integration, "equal pay for equal work," is an "evolutionary approach" at best, says Anne H. Nelson, co-director of Cornell University's Institute for Women and Work. "And this has been a one-way street," Nelson says, "with women entering male fields, not the reverse. We know that where men go, the wages go up."

But what, pay-equity advocates ask, of the women trapped in the pink ghetto simply because not everyone can be an engineer, an accountant or a computer programmer? What, too, of the women who enjoy their jobs and want to remain nurses, salesclerks, secretaries and waitresses? Should they be exploited by being paid less only because they do "women's work"? In a society where 54 percent of all women over 16 work, the "pin money" rationale no longer applies, especially when these women maintain 10,000,000, or one sixth, of the nation's families, one third at or below the poverty level.

With "equal pay for equal work," as required by the Equal Pay Act of 1963, failing to raise women's incomes appreciably, activists looked about for another means of achieving equity. They believed that they had found it in Title VII of the 1964 Civil Rights Act, which prohibits sex-based wage differentials, even when jobs are different from one another. Armed with a study by the National Research Council, which found that discrimination exists, not necessarily by intent, but from "stereotypes regarding the value of women's work," unions, mostly representing government workers, began trying to close the gap. In 1981, in a case involving Washington County, Oregon, the U.S. Supreme Court held that Title VII may forbid sex-based wage discrimination even though the jobs in dispute are not equal. In other words, Wash-

ington County was discriminating against female prison matrons by paying them only 70 percent of what male prison guards earned.

While not clearly legalizing the concept of comparable worth, that case, *County of Washington v. Gunther*, became the benchmark for subsequent pay-equity activity. It has led to litigation, just as in the celebrated 1983 Washington State decision in which a federal district judge found the state had practiced sex-based discrimination against individuals holding female-dominated jobs. The ruling is being appealed and may end up in the Supreme Court. Meanwhile, from California to New York, from Alaska to Virginia, lower courts are being asked to weigh the issue. "Our scoreboard is about fifty-fifty," says attorney Lisa Newell.

In many situations, however, moves toward equalizing pay have been voluntary. In Minnesota, for instance, when a study uncovered inequities, the state legislated disparities out of existence by raising women's salaries. At last count, some 131 school districts, towns, cities, counties, states, universities (comparable worth was at the heart of the recent strike at Yale) and miscellaneous agencies have taken steps toward implementing pay equity. The federal government, over the Administration's objections but at Congressional insistence, may also reexamine its policies to see if discrimination exists. Companies in the private sector, too, have acted.

Comparable worth has become a red flag that raises the hackles of conservatives. Phyllis Schlafly, the founder of the Eagle Forum (which opposes the ERA), calls comparable worth "unfair to the traditional family"; the Heritage Foundation, a conservative think tank that succeeded in having the first

Reagan Administration act on 60 percent of its proposals, urged the second Administration to make "the fight against comparable worth" a "top priority."

Basic philosophy aside, some of the controversy centers on the definition of "comparable." Though titles may differ, frequently jobs can be equated easily. Is there actually a difference between the work of a prison matron and that of a prison guard?

What of job categories that defy exact comparison, but may be of equal value to an employer—the "apples and oranges" that pay-equity opponents derisively cite? Can—or should—a male laborer who earns \$12,881 a year be compared to a female clerical assistant who makes \$10,955? On the lowest rung of the segregated pay scales, neither job requires training or experience. Beth Luttinger, the welfare examiner in Nassau, works behind an iron fence to protect her from clients who won't take no for an answer; each day she spends taxpayers' money, deciding who gets what public assistance. Yet she earns no more than county maintenance painters, auto mechanics and construction inspectors.

The county can't get along without the men who sweep the streets, mow the lawns, paint the offices and repair the trucks, nor without the women who distribute the mail, take stenography and assess welfare claims. Pay-equity advocates say all those jobs should be compared, by instituting job-evaluation plans that assign to each category specific points in such areas as skills required, responsibilities involved, effort made and working conditions. Then, say proponents, the jobs that have the same number of points should have the same wage.

"It's a question of fairness," says Anne Nelson of the Institute for Women and Work. "And as long as you're weighing



**Ann
Landers**

Nationally syndicated columnist

Dear Readers:

An erroneous impression was given in the Ann Landers column of March 14 on genital herpes because a line of copy was dropped. The correct information is as follows: neither steroids, ether, chloroform applications nor antibiotics are helpful. Zovirax has been approved by the Food and Drug Administration and not the Federal Trade Commission:

Dear Ann Landers:

Your column has provided a refreshingly frank forum for almost every aspect of human behavior. One topic that has been conspicuously absent is "date rape."

It would not surprise me if at least half of the rapes that occur in this country are perpetrated by men who are known to their victims. Thousands of high school and college students are raped every week, but they don't consider it rape because the male is an acquaintance or a friend. What they don't understand is that if a man forces a woman to have sex against her will, he is a rapist.

Law enforcement officials say rape may be one of the most underreported of all crimes. On our campus (which I shall not name) this is certainly true.

The woman does not report it because she is ashamed of what happened, doesn't want to be stigmatized and often believes that somehow it was her fault.

A close friend of mine told me yesterday that she was raped six months ago by a student who offered to help tutor her in biology. When I asked why she didn't report him, she said, "Maybe I am crazy but I didn't want to ruin the guy's reputation or get him kicked out of school."

Please print my letter and urge your female readers to (1) recognize

what rape is and (2) report it without hesitation. Thanks for your time.

— My Name Is Woman

Dear Woman:

Thank you for an excellent letter. The next letter, from another part of the country, was received the day after yours arrived.

Dear Ann Landers:

I would like to send a message to all the young girls who were raped last week and who are going to get raped this week. Go to the nearest hospital emergency room or the nearest police station and tell them what happened.

The medical evidence needed to get a rape conviction must be obtained within two hours. Even if you don't think you want to press charges, get the medical evidence. You might change your mind.

The next thing you should do is get help. Phone the sexual assault center. You are going to need emotional support and they are trained and willing to give it.

I wish I had known all this four years ago. I did not report the rape, and I regret it. I still feel guilty every time I hear about a rape on the news or read about one in the paper. I can't help thinking that the rapist was the same one who raped me, and I may have been able to prevent it if I'd had the guts to report the incident. I am

— Ashamed And Sorry

the same input into the jobs, not the people who do them, you're being fair." Thus, while Beth Luttinger's job doesn't require the manual skills of, say, a mechanic, the stressful working conditions that she faces might entitle her to more pay under a point system.

Job evaluation is not a new concept. "Employers have been using it for a hundred years to set wages," says Claudia E. Wayne, the executive director of the National Committee on Pay Equity, a coalition of women's, civil-rights and labor groups. Traditionally, though, employers have taken these evaluations and automatically slashed the wages on the women's jobs.

Those opposed to the use of a point system say that if it was adopted in a formal way, job evaluation would be subjective and would lead to a government-controlled method of setting wages. "Take gold and water," points out Paul Kamenar, an attorney with the Washington Legal Foundation and author of the Heritage Foundation's section on comparable worth. "Which is more valuable, the gold which is merely decorative or the water which we can't live without? Yet, there's less gold than water. Should we price water as much as gold or more than gold because of water's value? You've got to consider the law of supply and demand, and comparable worth would undermine the free-market mechanism for setting wages. It's totally alien to the free-market system."

Edward McKab, the county attorney who is supervising Nassau's response to the suit filed by the Civil Service Employees Association, agrees. "We have no objection to hiring people on their market value," he says. "But when there's a shortage of plumbers and a lot of secretaries on the Civil Service lists, should we have to pay them the same wage just because some point system says they're worth the same?"

While not denying that the law of supply and demand should enter into setting wages, comparable-worth proponents insist that this "free market" exists only on paper and has never been applied to setting wages for "women's jobs." "Look at what happened to nurses," says Claudia Wayne. "Did employers raise salaries when there was a shortage? They certainly didn't; they just imported nurses from abroad to keep the scale down. Today, there's a shortage of secretaries, but pay stays the same. Salaries of engineers, however, reflect the mar-

ket. All we're asking for is that factors be applied consistently."

Even under comparable worth, salaries wouldn't have to be "written in stone," says Anne Nelson. "If there's a genuine shortage that would make a job's contribution to an employer worth more, then, accordingly, pay more."

It is the question of "paying more" for equity that perhaps provokes the most opposition. "The extra money won't come out of trees," says Paul Kamenar. Taxes would have to be raised in the public sector to pay for higher wages, and prices in private industry would have to reflect such increases. "And to save costs," he warns, "there'd be less money available to pay for marginal-level jobs"—the jobs that, he admits, women mostly hold. Employer groups have estimated that pay equity could cost from \$2 billion to \$150 billion.

Anne Nelson doesn't deny that ending

"Had Lincoln been swayed by cost, there probably wouldn't have been Emancipation."

"the exploitation of women" will be costly: some 2 to 4 percent of most payrolls. But she insists that the additional costs could be held down by employers' voluntary action. "Everyone points to the Washington case, which will cost the state about a billion dollars," she explains. "But that includes about 500 million dollars of back pay that the union hadn't asked for in initial bargaining. The cost could have been five percent of the payroll, not twenty-five percent."

In Minnesota, where the legislature took affirmative action to change a situation that saw entry-level male employees earning about the same as women who had worked for the state for 20 years, the tab is some 4 percent of the payroll, or \$21.8 million phased in over a number of years. Where will the money come from? "Well, maybe from additional taxes."

says Anne Nelson, "but more likely from employers' doing without some things, like capital improvements, for a while. That's only fair."

"The bottom line is discrimination," says Mary Francis Berry, a member of the Civil Rights Commission who has been at odds with the Reagan-appointed majority. "If we find that job titles and salaries are based on sex discrimination, then we have to act. We shouldn't have to be concerned about costs or the impact on the economy. It's like abolishing slavery. Had Lincoln been swayed by how much it would cost and who was going to pay for it, there probably wouldn't have been Emancipation."

Inherent in the arguments of comparable-worth opponents is a kind of sexism, whether it's implied by Linda Chavez of the Civil Rights Commission or Paul Kamenar of the Heritage Foundation. Kamenar, for example, after raising the specter of "a nightmare labyrinth of bureaucracy and the disruption of a free market," cautions: "Women will suffer because men will begin seeking out the jobs, like those of librarians, filing clerks and bank tellers, that would be paying as much as men's jobs."

In other words, the pink ghetto was established and has been maintained to protect women from competition with men; make salaries comparable and women will no longer be able to hold on to their jobs.

Steve Goldberg finds this view ironic. A Nassau County employee who was once a distinct minority (as a man) working as a welfare examiner, Goldberg became a probation officer a few years ago: the job pays about \$7,000 a year more than a welfare examiner's. Traditionally, probation officers had been male and, thus, he and his union say, several notches on the pay scale above comparable female caseworkers. But a funny thing happened to Goldberg on his way to earning more in "men's work": The job suddenly became integrated, and since women have been flocking to it because of the higher pay (and being hired because they score well on the Civil Service test), the category is now almost 50-50.

"And would you believe that everybody's worried?" Goldberg says. "Unless we win our lawsuit and pay equity comes into play, it's possible that the next time the category is due for an upgrade it won't get it because it's not male-dominated anymore. We would have lost our value in the so-called marketplace." ■

ANNOUNCEMENTS:

TEXAS NOW State Convention: October 18, 19 & 20. The State Convention will be sponsored by Tarrant Co. NOW and Held in Fort Worth. The Convention is open to all NOW members and you will be receiving information about registration and Housing. There will be additional information in our future Newsleter. Plan now to attend.

1985 NATIONAL NOW CONFERENCE : will be held at the Farimont Hotel in New Orleans, LA., July 19 thru July 21, 1985. The National NOW Board will be meeting on Thursday, July 18. The National conferences include valuable workshops, entertainment, and a wonderful feeling of sisterhood. This conference will also include election of National Officers. Start making plans now to attend the conference. Registration forms will be in the National NOW Times.

May 2-3 : 2nd annual "Women and Work Symposium" E.H. Herford University Center at UT, Arlington. Contact Marjie Barrett or Sheila Collins, Graduate School of Social Work, The University of Texas at Arlington, Box 19129, Arlington, TX. 76019-0129.

TARAL Theater Benefit on June 22. Alley Arena Theater General Admission \$25.00. For more information call Val Bennet @ 861-9238.

Speakout and Picketing at a selected Center of Anti-Choice Activities. on May 11th. 11:00am to ??? for more information call Michele @ 524-3052.

Every Thursday @ 7:00pm, Therapy group for survivors of Incest. Sponsored by Houston Area Women's Center For information call Susan Turell 528-6798.

For announcements in BAY AREA NOW NEWSLETTER send information to:

Bay Area NOW
P.O. Box 1132
Friendswood, Texas 77546

Deadline for announcements is the 10th of each month prior to the month of publication.



ANITA MARCOS

MARCOS INVESTMENTS

**402 COLONIAL
FRIENDSWOOD, TX 77546**

(713) 482-6515

(713) 482-4049

Phi Computer Resources Corporation

TIME SHARING SERVICES AND SYSTEMS SALES

Karen Elliott Fustes

820 South Friendswood Drive, Suite 204, Friendswood, Texas 77546



Pear Land Properties, Inc.

Karin C. Becker
Broker - Associate

RESIDENTIAL — COMMERCIAL — ACREAGE

3405 E BROADWAY
PEARLAND, TEXAS 77581

BUS 485-3291
RES 482-1533



RESIDENTIAL/COMMERCIAL

Beverly Phillips
CO.

REALTORS

ELLIE CASTILLO
ASSOCIATE



OFF: (713) 943-0700 **MLS** 3701 S. RICHEY
RES: (713) 481-5031 **MLS** SO. HOUSTON, TEXAS 77587



HULLABALLOONS!

Surprise Someone Today...
Send Our Balloon
Bouquets!



Linda C. Adams

338-1235

all ages...
all occasions!



BIL-MAR DISTRIBUTING
713/729-3918
Billie Hendersen



Printing 'FOR THE JOB YOU NEEDED YESTERDAY'

**MINUTEMAN
PRESS**

PAT HORNSBY

10070 KLECKLEY
HOUSTON, TEXAS 77075

(713) 944-9431

Phototypesetting
Business Forms Ruling
... Accurately—To Your Specs

Type & RULES

Typesetting As It Should Be

10060 Kleckley / Houston, Texas 77075

RAY RUFF

941-2183
Or 487-2963

BAY AREA NOW OFFICERS:

PRESIDENT	Anita Marcos	482-6515
VICE-PRESIDENT	Hedy Salazar	928-5088
SECRETARY	Ellie Castillo	481-5031
TREASURER	Judy Hoffman	944-0033

WHO CARES ABOUT WOMEN? NOW CARES! WHAT ARE YOU WAITING FOR?
Join NOW, now. Clip and mail to Anita Marcos, P. O. Box
590143, Houston, Texas 77259.

- _____ I want to be a member of Bay Area NOW, Texas NOW and
National NOW. (\$35.00)
- _____ I want to be a member of Bay Area NOW, Texas NOW and
National NOW and can afford dues of \$_____.
(Dues for NOW are on a sliding scale from \$15.00-\$35.00)
- _____ I am already a member of National NOW and want to join
the Bay Area Chapter. (\$8.00)
- _____ I am not a NOW member but want to receive the newsletter
for one year. (\$10.00 per year)
- _____ I am making a contribution of \$_____ to NOW.
- _____ I authorize my name and address to be printed on the
NOW roster for members.

NAME _____

HOME ADDRESS _____

TOWN, STATE, ZIP _____

PRECINCT NUMBER _____ (From Voter Registration Card)

HOME PHONE _____ WORK PHONE _____

COME EXPRESS YOUR SUPPORT OF WOMEN'S REPRODUCTIVE FREEDOM !

PUBLIC ATTENTION HAS RECENTLY BEEN FOCUSED ON THE ALLEGED MURDER OF UNBORN BABIES, TO THE EXCLUSION OF ALL OTHER CONCERNS.

ALL LIFE FORMS ARE IMPORTANT, BUT CONCERNED AND CARING PEOPLE AROUND THE COUNTRY SEE THAT WOMEN ARE BEING TREATED AS UNIMPORTANT IN THIS ISSUE!

ABORTION WAS NOT LESS COMMON WHEN IT WAS ILLEGAL. WHAT WE HAD THEN WAS SAFE ABORTION FOR THE RICH -- AND DANGEROUS BACK-ALLEY OR SELF-INFLICTED ABORTION FOR THE MIDDLE-CLASS AND POOR. IN THIS COUNTRY, FOUNDED ON PRINCIPLES OF EQUALITY, SUCH INEQUITY OF REPRODUCTIVE RIGHTS SHOULD BE UNTHINKABLE!

WOMEN MUST BE ALLOWED TO MAKE THEIR OWN DECISIONS ABOUT HAVING CHILDREN !

THE HOUSTON COALITION TO END CLINIC VIOLENCE WILL SPONSOR A DEMONSTRATION, WHERE PRO-CHOICE ACTIVISTS WILL SPEAK OUT IN SUPPORT OF NARAL'S NATIONAL "SILENT NO MORE" CAMPAIGN.

MAY 11 -- 10:45 AM

MEET AT THE SOUTHEAST CORNER OF YOAKUM AND W. ALABAMA.

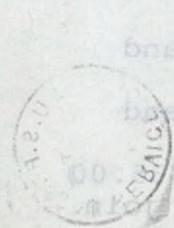
FOR INFORMATION OR SUGGESTIONS, CALL MICHELE AT 524-3052 OR LYN AT 331-0444.

HOUSTON COALITION TO END CLINIC VIOLENCE: TARAL, NOW, ACLU, & VARIOUS AREA CLINICS

BAY AREA N.O.W.
P.O. BOX 1132
FRIENDSWOOD, TEXAS 77546



BA-M



HERE →

RESEDA DR.

EL CAMINO

REAL

BAY AREA BLVD.

NASA RD 1

HWY. 3

FRWY. - I-45 S.



WHERE DO WE MEET?

27