

Brian:

Congratulations to C-Span for your
efforts to educate our youth---

(Love the C-Span bus!)

And Close Up often raises the issues
that our youth need to hear debated &
discussed.

Thanks

Holt continues to be under attack by those who want to keep our youth in ignorance with fear-based superstitions.

Our youth deserve the opportunity to understand human sexuality in order to develop fully with dignity. Such knowledge is power which gives self-esteem, and in the end makes clear that sexuality is neither automatically evil (as the Puritans & Catholic Church would have us believe) nor the "keyhole" to a joyful life as those who exploit sexuality would have them believe.

As Boss Goes, So Goes The Secretary: Is It Bias?

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can be just as perilous in the working world as in the domestic one: a private secretary displaced by her boss's demotion or retirement can be left in the lurch just as much as a homemaker is displaced by divorce or widowhood.

"It's just like the woman who marries the successful man and gets the better home," said Karen Nussbaum, director of the Women's Bureau of the Labor Department, and founder of 9 to 5, National Association of Working Women. "Women workers need to have objective standards on which they can rise, and their pay should be based on skill levels and job responsibilities."

Many large corporations have got the message. For a variety of reasons — sensitivity to women's issues, fear of litigation, changing economics and reshaped secretarial duties — they are quietly revising the way they pay secretaries, adopting compensation standards based more on job content.

Last year, Xerox began evaluating and paying secretaries based on the duties they perform, not on the level of manager to whom they report.

"The recommendations came from a team, made up mostly of secretaries, who studied the issue for a long time," said Tom Abbott, a Xerox spokesman. "Another thing they recommended was that they be called administrative assistants, which we now do."

New Roles for Secretaries

Feminist concerns aside, rug-ranking may be on its way to extinction because most secretarial work itself is being transformed.

"The connection to an individual boss is becoming much less common," Ms. Nussbaum said. "With more bosses learning to do their own data entry, and downsizing, most secretaries now work for a half-dozen different bosses, far away in another room, or even in another building."

Ms. Fried, who has surveyed secretarial compensation periodically since 1988, has found a significant move away from rug-ranking since she began her questioning. In her 1993 survey of 478 companies, only 28.7 percent based secretarial pay solely on the level of the manager, compared with 46.9 percent in the 1988 survey.

"I think the whole issue of compensation in pink-collar positions is something corporations are looking at," said Paul Salvatore, an employment lawyer in New York. "Where there's an alleged inequity, employers know a plaintiff's lawyer will not be far behind."

Legal Challenges

Rug-ranking has not often led to litigation, in part because the system has worked well for so many secretaries who stayed with one boss for many years, earning higher pay as the boss climbed the corporate ladder.

But in an era of corporate reorganizations and reduced workforces — and at a time when voice mail and word-processors have made private secretaries a dwindling breed — the system works less well.

And recently, in a few scattered cases across the country, rug-ranking has created legal headaches for corporations.

Elaine Truskoski, an executive secretary at ESPN, the television sports network based in Bristol, Conn., filed a

But Ms. Truskoski filed suit in Federal court, contending that the company was unfairly retaliating for her complaint about the pay system. Last spring, she won reinstatement to a secretarial job paying \$30,000 a year and was awarded \$115,000 to pay her legal bills.

Since then, a few other secretaries have made similar claims. Usually they involved a boss retiring and the secretary being displaced by the new boss's secretary.

"One of my clients has a case where an executive retired, and his replacement wanted to bring her own secretary with her," said Greg Rasin, a New York employment lawyer. "They offered the old secretary a position for a lower executive, and they didn't cut her salary, but they did red-circle it, so she wouldn't get a raise again soon. She has filed a complaint."

'An Ego Thing for Boss'

Mr. Rasin said he was not asked for advice until after the fact, but he said he would not have advised the company to behave any differently.

"I don't think this is discrimination; I do think a person has the right to bring their own secretary," he said. "I don't see that this situation is so different from what happens when I.B.M. names a new chief executive officer and suddenly there's a lot of people in high levels resigning. It may not be as formal as with secretaries, but lots of people are linked to their bosses."

Still, some plaintiff lawyers who handle employment litigation say that even if rug-ranking is not found to be a form of sex discrimination, the practice may be vulnerable to class-action lawsuits based on the idea of comparable worth, namely that jobs of compa-

Publisher Pulls a Textbook In Furor on Sexual Content

By SAM DILLON

A publisher has decided not to sell a health textbook in Texas rather than make hundreds of revisions demanded by state officials after the book was criticized by anti-abortion groups and others for its discussion of condom use, homosexuality and other sexual issues.

The publisher, Holt, Rinehart and Winston Inc., of Austin, Tex., said it was pulling its 700-page high school health text out of the huge Texas textbook market not only because making scores of requested revisions was economically unfeasible but also because ethical issues were at stake.

"Some of the mandated revisions are in opposition to the fundamental philosophy of our program and are potentially injurious to the students of Texas," William A. Talkington, Holt's president wrote to Education Commissioner Lionel Meno. "We simply cannot produce a product that does not provide children with adequate instruction on life-threatening issues." The state released the letter on Tuesday.

The publisher's decision came after months of Texas Board of Education hearings in which family-planning, anti-abortion, gay-advocacy, fundamentalist Christian and other groups debated the merits of five health texts, written by Holt and four other publishers.

What Was Objectionable

The board, which buys all textbooks for the state, last month requested a total of 400 revisions in the five texts, with the largest percentage of them for the Holt book, including the deletion of toll-free numbers for gay and lesbian groups and for teen-age suicide prevention groups.

The state wanted to see passages on homosexuality abridged, the addition

Education and then market them nationwide.

Peter Farwell, vice president of Harcourt General Inc, the corporation in Massachusetts that owns Holt, Rinehart and Winston, said yesterday that the changes would have made the book, titled "Holt Health," too expensive.

"When you look at the costs of making the changes, versus the potential sales, it wasn't feasible, especially because the changes made it a Texas-only book," Mr. Farwell said. "We created the book by talking to a lot of administrators and teachers involved in health education, who told us what they felt kids needed to know in order to deal with their health. The changes would have left out issues we feel are important."

Della May Moore, spokeswoman for the Texas Board of Education, said yesterday: "We regret that Holt has left the process, but we have a long cooperation with them and we're sure we'll be working with them again."

For a decade, Texas's official tastes in health education have swung wildly, Mr. Rogalin said. "The problem here is that the state asked for one thing and then changed their mind when the

A Texas board demanded hundreds of revisions.

books were all done," he said. "And it was done for political reasons. This is another case in which factions of religious right are getting more involved in boards of education all over the country."

'I Had No Choice'

Monte S. Hasie, a board member and stockbroker from Lubbock, was one of those who pressed for the deletions. He said he considered the Holt book acceptable under any circumstances. He said, "I had no choice but to try to correct them."

Mr. Hasie said he was not opposed to sex education "done appropriately," but considered many passages and sexual illustrations in the Holt text too explicit.

"I didn't think this stuff should be part of the public schools," he said. "They were promoting homosexuality as an acceptable alternative life style and promoting sex as being O.K. if you use a condom. We were going to put Playboy and Penthouse out of business."

Rosemary D. Merriam, a spokeswoman for the Texas Family Planning Association, said that there were 49,000 teen-age pregnancies in the state, the second-highest number in the nation, and that the deletion of family planning information from textbooks could worsen the problem.

"We were upset because Holt's was a well-written book that doesn't talk down to children, and this means there will be less choice for Texas school districts on health education," she said.

3/18/94

Dear Brian---

Just as I was wondering if Bob Dornan (rep) had left Congress... up he popped... This time his extremism centered on "Whitewater."

Evidently, the controversy over special orders has continued, but I was unaware of the progress of the argument. Certainly, we need to have room for comment, even lengthy comment. We need to allow Gonzalez as Chairperson of the Banking Cmte to speak to the public.

And---we do need to provide time for someone like Dornan to show the public how crazed he is.

In the meantime, as a C-Span viewer our interests are being denied because of Dornan. What am I missing at this very moment-?

You know where my heart lies...

Best wishes to all at C-Span!

3/18

C-Span

Dear Brian: Whitewater Senate debate...

My congratulations to Sen. Wm. Cohen for his depth and attempts to divert the GOP from what seems to be "payback time."

To compare Whitewater to Watergate isto try to confuse the public, but it also suggests that the Vince Foster suicide was not of his own doing, and that would indeed make this more Watergate like. However, at this time, only the GOP makes such charges.

I'm thrilled with Pres. Clinton and the First Lady. I would be even more thrilled if they were able to be more liberal, and if we could work on their programs...especially to improve the lot of welfare receipients, and to get national healthcare for all (preferably single-payer/no insurance companies), andto improve job opportunities in America. At the moment, we have one daughter out of college, unable to pursue graduate work, but unable to get full employment--and without medical benefits; while at the same time, we have a son about to graduate URI with just as few prospects. Medical care is an issue for both, and jobs are an issue for all of us.

Hopefully, the country almost has woken up to the disaster of the GOP years. I hope the noise-levels continue to keep them awake, and wake up more of them!

But this time-frame doesn't remind me of Watergate, but in retrospect, it reminds me of the period just before the coup on Kennedy. As Gore Vidal would call them, "the people who own the country," are aroused and their money is pouring into Congress in an open attempt to sink national health care, drug-price controls, and attempts to dismantle the military complex. We are just were we were 30 years ago!

Are the "deep politics" more visible thistime? Is there less of an out-law climate which permitted that coup? Or, never having forced resolution to that assassiantion, are we in danger of having it happen again?

The years of slaughter of liberals in this country have taken their toll... business has been permitted to rip off the country. Socialism for the wealthy has continued and expanded: noted Disney is getting \$250-million from Virginia to facilitate their project there, and there are endless other past and present examples of this. Unlike every other nation, America has no national health care!!!!?????? We are not re-inventing the wheel!!!!!!

Thanks Brian

PS: Happy Spring to all at C-Span...

3/24/94

Mr. Brian Lamb
C-Span-Washington, DC

National Health Care/Campaign Finance Reform vs
Nancy/Tonya & Whitewater

While I haven't seen the whole program, I caught part of your conversations with Bob Novak the other day (who I would totally avoid if it wasn't C-Span...) and he happened to be saying that he thought that Rostenkowski would probably be indicted...but he didn't think that he had done anything wrong----

He said that, like Iran-Contra, he thought this was just "political differences." (!!!!!!!!!!!!)

In effect, one of our right wing political commentators (from a well established cable perch) is saying that the Constitution from his side of the fence is negotiable. That civil rights can be looked at simply politically, including, I presume, the ERA, rather than as extended freedoms; protected.

We can see how this thinking could lead in the Nixon Whitehouse to the Huston Plan-!!!!!!!!

It was thinking like this (that the White House is more a matter of whose in it and what their thinking is, than the Constitutional rights of all Americans, the checks and balances of the House & Senate) that led Richard Nixon to bring the "plumbers" into the White House and to begin bugging and tapping everyone who worked at the White House---and many that didn't. I can only presume now that Reagan would have seen the Nixon Impeachment as "political" and probably learned nothing that would keep him from Iran-Contra mistakes.

How much TV time, how much newspaper copy was given to Nancy & Tonya while Campaign Finance Reform was buried? How much time is given to Whitewater while all other S&L thefts & embezzlements have been ignored---and while National Health Care is snuffed-out, except for the brilliant efforts by the President & First Lady in their counter to Harry & Louise...so funnily done?

Will our "Press" give back to us this time---? Devote itself to these issues now? The Press is now a business of monopoly, run by huge corporations whose real interests (\$\$\$\$) are against Campaign Finance Reform (the wealthy owning Congress) and against National Health Care (which would give Americans what every other country has!)....

We need Congressional hearings on why American women don't have RU-486?

We need Congressional hearings on the Dole-destruction machine. I've no doubt that Bill & Hillary didn't behave any better in the S&L "opportunity" than any other politicians did (Bush Family for instance...) but I do not think any of this was criminal, nor pertinent now. Let's hear about it quickly, and get over it.

We need hearings on the Ford pardon of Nixon. We need hearings on the Bush pardons of his people involved in Iran-Contra (actually I guess his & Reagan's left-over people).... We need hearings on why Reagan took \$2-Million from the Japanese.

We need to have hearings to determine how much our press has been infiltrated by the CIA---and we need to get them out of journalism. And keep them out!

We need investigations to understand how our country and its Bill of Rights have been undermined by the supposed drug-war, and find out whose profiting from this \$25-Billion (?) plus war each year, not including lawyers fees!

And we need to continue to investigate Presidents who do damage to our Constitution. That was Reagan and Nixon---

Clinton-Hillary-Whitewater have nothing to do with the Presidency or the Constitution....

But contrary to what Bob Novak thinks---the Constitution is important, and not a matter of political differences!

Thank you---

Brian---Gore Vidal is a wonderful political voice---

Could you have him on sometime?

Love ya all---

With C-Span's help, we may actually get a democracy going some day!

Best wishes

3/3/94

Rep. Bob Franks
USHR-Washington, DC

Sen. Paul Tsongas
Concord Coalition-Washington, DC

Concord Coaliton Mtg. 2/15/94-Westfield Highschool

This meeting, hosted by Rep. Bob Franks did not get to the Question & Answer period and I would like to make some comment.

While suggesting that there is some sort of a citizen mandate for a balanced budget, the Concord Coalition did not inform the citizens present that there are large items "off-Budget" which include the Persian Gulf War and S&L Bailouts. Nor were citizens told that the necessities and machinery of war would always be exempted from any Balanced Budget Amendment.

Additionally, the term "entitlement" for Social Security suggests something other than what the program is. It is a highly successful program which runs a surplus each year (from which Pres. Bush's Administration borrowed \$320-Billion) contrary to the fact that it was intended to be a pay-as-you-go program, with no surplus---which seems a wise concept! Additionally, the NY Times and the Wall Street Journal have commented that the FICA payments have been increased for no financial reasons to do with the Fund's soundness, but the funds raised were absorbed by an Administration in need of ready cash. It is time to take Social Security out of the General Budget, and to prevent government borrowing from these funds. The only way that the Trust Fund will be repaid will be raising taxes. Citizens are not generally aware of this situation and the Concord Coalition should include discussion of Independent Trust Funds.

Also, it will be unlikely that we will balance the budget without first enacting a much needed National Health Security Act for all Americans.

And surely, we must have radical Campaign Finance Reform before we can restore democracy and end the Game of Monopoly being played by Congress.

Lastly, we must also have reform at the Federal Reserve, which is a private bank setting economic policy for the nation, a job which should be the responsibility of our elected representatives in Congress. Recently we have seen a much criticized move by Greenspan to increase interest rates though he could only call it "insurance." That increase will heavily impact our Federal Budget where payments on the debt were at times one-third of the Budget.

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Without serious discussion of these issues, citizens in all our towns are being encouraged to deal not with the donut, but with the hole...

Thank you,

cc: C-Span/Mr. Brian Lamb, President
Senators Bill Bradley-Frank Lautenberg
Sen. George Mitchell, Majority Leader-US Senate

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