

Winn Newman Papers

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Prepared by Connie L. Cartledge with the assistance of Paul Colton, Susie Moody, and Sherralyn McCoy
Revised and expanded by Connie L. Cartledge

Collection Summary

Title: Winn Newman Papers

Span Dates: 1876-1993

Bulk Dates: (bulk 1979-1991)

ID No.: MSS82044

Creator: Newman, Winn, 1924-1994

Extent: 129,500 items ; 442 containers plus 2 oversize and 11 restricted ; 182.8 linear feet

Language: Collection material in English

Location: Manuscript Division, Library of Congress, Washington, D.C.

Summary: Lawyer and union organizer. Correspondence, legal briefs, depositions, orders, motions, exhibits, transcripts, speeches and writings, subject files, biographical material, school and family papers, printed material, and other papers documenting Newman's career as an attorney practicing chiefly in Washington, D.C., and specializing in employment discrimination cases and labor law.

Selected Search Terms

The following terms have been used to index the description of this collection in the Library's online catalog. They are grouped by name of person or organization, by subject or location, and by occupation and listed alphabetically therein.

People

Newman, Winn, 1924-1994.

Thomas, Clarence, 1948-

Organizations

AFSCME.

American Association of Retired Persons.

Americans for Democratic Action.

International Union of Electrical, Radio and Machine Workers.

International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America.

Montgomery County (Md.). Compensation Task Force.

National Committee on Pay Equity.

National Organization for Women.

New York Hotel and Motel Trades Council.

Service Employees International Union.

United States. Supreme Court.

Washington-Baltimore Newspaper Guild.

Subjects

Affirmative action programs--United States.

Discrimination in employment--Law and legislation--United States.

Equal pay for equal work--United States.

Job evaluation--Law and legislation--United States.

Labor laws and legislation--Cases--United States.

Minorities--Legal status, laws, etc.--United States.

Pay equity--United States.

Pregnant women--Employment--Law and legislation--United States.

Sex discrimination in employment--United States.

Wages--Maryland.

Wages--United States.

Women's rights--United States.

Women--Legal status, laws, etc.--United States.

Occupations

Lawyers.

Union organizers.

Administrative Information

Provenance

The papers of Winn Newman, lawyer and union organizer, were given to the Library of Congress by Newman in 1993. Subsequent additions were given by his wife, Elaine Newman, between 1995 through 2007.

Processing History

The papers of Winn Newman were arranged and described in 1997. Additional material received in 1997 was processed as an addition in 1999. Material received between 2005 through 2007 was processed as an addition in 2015.

Additional Guides

The Newman Papers are described in *Library of Congress Acquisitions: Manuscript Division*, 1993, 39-42.

Transfers

Sound recordings and videotapes were transferred to the Library's Motion Picture, Broadcasting, and Recorded Sound Division.

Copyright Status

Copyright in the unpublished writings of Winn Newman in these papers and in other collections of papers in the custody of the Library of Congress has been dedicated to the public.

Access and Restrictions

Restrictions apply governing the use, photoduplication, or publication of items in this collection. Consult reference staff in the Manuscript Division for information concerning these restrictions. In addition, many collections are stored off-site and advance notice is needed to retrieve these items for research use.

Preferred Citation

Researchers wishing to cite this collection should include the following information: Container number, Winn Newman Papers, Manuscript Division, Library of Congress, Washington, D.C.

Biographical Note

<i>Date</i>	<i>Event</i>
1924, Mar. 8	Born, New York, N.Y., as Irwin Newman
1941-1943	Attended University of Wisconsin, Madison, Wis.
1943-1946	Sergeant, United States Army
1949	J.D., University of Wisconsin, Madison, Wis.
1949-1951	Organizer, International Ladies' Garment Workers Union, San Antonio and Dallas, Tex.
1951-1952	Attorney and industrial relations analyst, Wage Stabilization Board, Washington, D.C.
1952-1954	Attorney, National Labor Relations Board, Washington, D.C.

1954-1961	Assistant general counsel, International Union of Brewery, Flour, Cereal, Soft Drink, and Distillery Workers of America, Cincinnati, Ohio
1961-1965	Associate general counsel, International Union of Electrical, Radio, and Machine Workers, Washington, D.C.
1965-1966	Assistant to the executive director, Equal Employment Opportunity Commission, Washington, D.C.
1966-1968	Associate general counsel, United Steelworkers of America, Pittsburgh, Pa.
1968-1971	General counsel, American Federation of State, County, & Municipal Employees, Washington, D.C.
1971-1981	General counsel, International Union of Electrical, Radio, and Machine Workers, Washington, D.C.
1978-1982	Chair, National Executive Committee, Americans for Democratic Action
1981-1982	General counsel, American Federation of State, County, & Municipal Employees, Washington, D.C.
1982-1994	Founding partner in private legal practice, Newman and Newell, Washington, D.C.
1994, June 24	Died, Washington, D.C.

Scope and Content Note

The papers of Winn I. Newman (1924-1994) span the years 1876-1995, with the bulk of the papers concentrated in the period from 1979 to 1991. The majority of the items document Newman's career as a lawyer who specialized in employment discrimination and labor law focusing principally on wage discrimination based on sex and race. The collection consists of eight series: [Chronological File](#), [Legal File](#), [Subject File](#), [Speeches and Writings File](#), [Miscellany](#), [1999 Addition](#), [2015 Addition](#), [Restricted File](#) and [Oversize](#).

The [Chronological File](#), 1990-1992, consists chiefly of outgoing letters from Newman and his staff to lawyers, court clerks, clients, and government officials. The majority of the correspondence pertains to Newman's cases and office administrative matters. Also included are legal documents, a few personal letters, and correspondence with various individuals and organizations opposing the nomination of Clarence Thomas to the United States Supreme Court in 1991. Many of the cases appearing in the Chronological File are further documented in the [Legal File](#).

The [Legal File](#), 1883-1993, constitutes the bulk of the collection, documenting Newman's career specializing in women's and minority rights litigation. The series contains briefs, depositions, orders, motions, exhibits, and transcripts relating to Newman's clients and cases from 1979 through 1992, especially his work as assistant general counsel, general counsel, and attorney in private practice for the American Federation of State, County, and Municipal Employees (AFSCME). Newman's precedent-setting lawsuit for AFSCME, based on Title VII of the Civil Rights Act of 1964, earned national attention and ultimately led to a settlement of several hundred million dollars in increased wages for women employed by the state of Washington. His success with *American Federation of State, County, & Municipal Employees v. Washington* led to other pay equity lawsuits in the late 1970s and 1980s and evoked a national debate on the issue of "comparable worth."

While serving as counsel for the International Union of Electrical, Radio, and Machine Workers (IUE) from 1961 to 1965 and 1971 to 1981, Newman also brought other issues of law to the forefront such as pregnancy discrimination (*General Electric Co. v. Gilbert*), union access to an employer's equal employment opportunity data, and sex and race wage

discrimination (Westinghouse cases). Overlap between the IUE and the AFSCME files occurred when Newman left the electrical workers union in 1981 to become general counsel of AFSCME.

The majority of Newman's clients were labor unions, although he also represented individuals and organizations such as the Americans for Democratic Action and the American Association of Retired Persons. He assisted the latter group in preparing a statement of opposition to Thomas's nomination to the Supreme Court. Two of the largest cases in the series, *New York Hotel and Motel Trades Council v. Hotel Association of New York City, Inc.* and *Service Employees' International Union v. County of Los Angeles*, indicate the extensive amount of background material relating to job classification, job evaluation, and salary standards included in the collection, in particular for women and minorities.

The [Subject File](#), 1938-1992, further illustrates Newman's interest in wage discrimination and civil rights. The series chronicles his connection with organizations and committees such as the Americans for Democratic Action, Montgomery County Council Compensation Task Force, National Committee on Pay Equity, and the National Organization for Women. Other subjects prominently featured in the file are comparable worth, job evaluation, wage discrimination, and pay equity. Pay equity files contain extensive documentation about the activities of various states in regard to compensation issues.

The [Speeches and Writings File](#), 1950-1992, consists chiefly of Newman's speeches and articles and his research material for speeches. A separate file contains notes for Newman's memoirs.

The [Miscellany](#) series, 1938-1992, includes personal correspondence, biographical information, family papers, school papers, and printed matter. Much of the personal correspondence relates to inquiries about employment early in Newman's career. The family papers includes a brief undated biography of Newman by his sister.

The [1999 Addition](#) series, 1974-1993, complements Newman's papers received in previous installments. The bulk of the addition pertains principally to legal cases, particularly Newman's work with the International Union of Electrical, Radio, and Machine Workers and the United Automobile Workers. The [2015 Addition](#), 1966-1995, relates chiefly to Newman's representation of members of the Washington-Baltimore Newspaper Guild in a class action complaint against the Washington Post citing discrimination against employees based on race, sex, and age. Also included in the 2015 Addition are photocopies of decisions on comparable worth by the Equal Employment Opportunity Commission from 1966 to 1979.

Organization of the Papers

The collection is arranged in eight series:

- [Chronological File, 1990-1992](#)
- [Legal File, 1876-1993](#)
- [Subject File, 1938-1992](#)
- [Speeches and Writings File, 1950-1992](#)
- [Miscellany, 1938-1992](#)
- [1999 Addition, 1974-1993](#)
- [2015 Addition, 1966-1995](#)
- [Restricted File, 1938-1992](#)
- [Oversize, 1960-1985](#)

Description of Series

<i>Container</i>	<i>Series</i>
BOX 1-11	<p><u>Chronological File, 1990-1992</u></p> <p>Primarily outgoing correspondence and memoranda with attachments. Also included are motions, statements, and other legal papers pertaining to Newman's law practice. Arranged chronologically.</p>
BOX 12-380	<p><u>Legal File, 1876-1993</u></p> <p>Correspondence, memoranda, orders, opinions, briefs, writs, motions, petitions, exhibits, depositions, transcripts, reports, surveys, payroll records, notes, interviews, charts, contracts, press releases, statements, writings, photographs, lists, newspaper clippings, printed matter, and background information relating to Newman's professional activities and interests.</p> <p>Arranged alphabetically by case name, client name, or subject, with the majority of the files further arranged by type of material. Restricted folders, designated by asterisks, have been moved to a <u>Restricted File</u> series.</p>
BOX 380-402	<p><u>Subject File, 1938-1992</u></p> <p>Correspondence, memoranda, reports, interviews, statements and testimony, background material, newspaper clippings, and printed matter.</p> <p>Arranged alphabetically by name of person or organization, topic, or type of material.</p>
BOX 402-420	<p><u>Speeches and Writings File, 1950-1992</u></p> <p>Correspondence, speeches, articles, letters to editors, book drafts, notes, printed matter, and research material.</p> <p>Arranged alphabetically by topic or type of material and therein chronologically.</p>
BOX 420-422	<p><u>Miscellany, 1938-1992</u></p> <p>Correspondence, memoranda, family papers, biographical material, financial reports, school papers, newspaper clippings, and printed matter.</p> <p>Arranged alphabetically by topic or type of material and therein chronologically. Restricted folders, designated by asterisks, have been moved to a <u>Restricted File</u> series.</p>
BOX 423-430	<p><u>1999 Addition, 1974-1993</u></p> <p>Correspondence, memoranda, briefs, orders, writs, motions, miscellaneous legal material, reports, newspaper clippings, and printed matter.</p> <p>Arranged by type of material and therein alphabetically according to the arrangement of the main portion of the papers.</p>
BOX 431-442	<p><u>2015 Addition, 1966-1995</u></p> <p>Correspondence, memoranda, briefs, motions, petitions, exhibits, reports, payroll records, notes, interviews, newsletters, printed matter, and background material.</p> <p>Arranged by type of material and therein alphabetically according to the arrangement of the main portion of the papers.</p>
BOX R 1-R 11	<p><u>Restricted File, 1938-1992</u></p> <p>Correspondence, memoranda, legal papers, family papers, reports, notes, payroll records, lists, background information, school papers, newspaper clippings, and printed matter.</p> <p>Organized and described according to the series, containers, and folders from which the items were removed.</p>

BOX OV 1-OV 2

Oversize, 1960-1985

Oversize material consisting of exhibits and lists.

Organized and described according to the series, boxes, and folders from which the items were removed.

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Chronological File, 1990-1992

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 Hanes Corp., 1977-1984, undated
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 Youngdahl, James E., 1985
 American Federation of State, County, & Municipal Employees
 General, 1980-1989
 Portland, Oreg., wage study, 1983
 American Fed'n of State, County, & Mun. Employees v. Washington Press, 1981-1987
 American Fed'n of State, County, & Mun. Employees v. Wisconsin, 1982-1984, undated
 (3 folders)
 Banffy, Francis G.
 1976-1983
 (2 folders)
 1984
 Feb.-Apr.
 May-Dec.
 (2 folders)
 1985, undated
 (2 folders)
- BOX 424** International Union of Electrical, Radio, and Machine Workers
 General Electric Co.
 Smouse v. General Elec. Co., 1979-1984
 (2 folders)
 Westinghouse Electrical Corp. cases
 Correspondence
 1976-1982
 (4 folders)
 1983-1984
 (3 folders)
- BOX 425** General case material

1999 Addition, 1974-1993

Container Contents

	1976-1980 (7 folders)
BOX 426	1981-1983 (5 folders) Sobol, Barbara, 1984-1985 United Auto. Workers v. Michigan Index Pleadings, 1985-1986 Nos. 1-27 (3 folders)
BOX 427	Nos. 28-32, 59-65 (8 folders)
BOX 428	Nos. 66-74 (4 folders)
	Subject file
	Affirmative action, 1981-1987
	Americans for Democratic Action, 1981-1988
	Comparable worth
	General, 1981-1984
	Printed matter, 1982-1986
	Comparable Worth Project, 1982
	Equal Employment Opportunity Commission, 1988
	Miscellany, 1974, 1984-1990, undated
BOX 429	NAACP, 1991 NAACP Legal Defense and Educational Fund, 1985-1992 Pay Equity
	General, 1980-1993, undated
	Markets in hierarchies, 1988
	Personal file, 1984-1990
	Sexual harassment, 1981-1986, undated
	Wage
	Discrimination, 1980-1989, undated
	Rates, 1988
	Weyand, Ruth, photographs, 1977
	Women, 1986-1990, undated
BOX 430	Speeches and writings file
	Speech file
	Notes, 1982-1988, undated (4 folders)
	Outlines, undated
	Research material
	Civil rights, 1992, undated
	Miscellaneous, 1974, 1985-1986
	Pay equity, 1983-1989, undated (3 folders)
	Texts and related material, 1982-1986 (3 folders)

1999 Addition, 1974-1993

Container

Contents

Writings file
Articles, 1987

BOX 431-442

2015 Addition, 1966-1995

Correspondence, memoranda, briefs, motions, petitions, exhibits, reports, payroll records, notes, interviews, newsletters, printed matter, and background material.
Arranged by type of material and therein alphabetically according to the arrangement of the main portion of the papers.

BOX 431

Legal file
Washington-Baltimore Newspaper Guild, Local 35 v. Washington Post
Barrett, Nancy, 1988
Correspondence
Index, 1994
1984-1991
(13 folders)

BOX 432

1992-1994
(6 folders)
District of Columbia, Department of Human Rights and Minority Business Development
Documents submitted with complaint, 1978-1991
(3 folders)
Testimony, 1990
Equal Opportunity Commission, newspaper cases, 1978-1988
General, 1972-1991
(2 folders)

BOX 433

Grant, Miram, 1976-1989
(2 folders)
Interviews and related material, 1988-1991
(5 folders)
James, Curtia, 1987-1988
Legal research, 1983-1990
Lewin-ICF, statistical analysis
1992
(1 folder)

BOX 434

(3 folders)

BOX 435

(1 folder)

1993-1996

(2 folders)

McLellan, Joe, 1995

Merit pay, 1985, 1993

BOX 436

Notes, 1986-1995

(2 folders)

Pleadings, 1988-1992

(6 folders)

Reports pursuant to EEOC conciliation agreement

1982-1983

(3 folders)

2015 Addition, 1966-1995

Container

Contents

BOX 437	1984-1986 (5 folders) Review material for Newman, 1982-1992 (1 folder)
BOX 438	(1 folder) Settlement agreement and proposal, 1989-1992 Washington Post Documents in response to supplemental interrogatories and document requests, 1991-1992 (4 folders)
BOX 439	(1 folder) Exhibits in response to Department of Human Rights and Minority Business Development first interrogatories, 1991 (5 folders) Minority conventions and conferences, 1988 Payroll information, 1986
BOX 440	Washington-Baltimore Newspaper Guild, Local 35 Arbitration awards, list, 1995, undated Arbitration cases, 1982-1987 (3 folders) Collective bargaining agreements, 1983-1989
BOX 441	Documents supplied to Reilly, 1972-1995 (2 folders) General, 1987-1994 (2 folders) Newsletters about discrimination and other studies, 1980-1994 (3 folders) Questionnaires, 1988 (1 folder)
BOX 442	(3 folders) Subject file Equal Employment Opportunity Commission, decisions on comparable worth, 1966-1979 (3 folders)
BOX R 1-R 11	Restricted File, 1938-1992 Correspondence, memoranda, legal papers, family papers, reports, notes, payroll records, lists, background information, school papers, newspaper clippings, and printed matter. Organized and described according to the series, containers, and folders from which the items were removed.
BOX R 1	Legal file American Broadcasting Co., women, 1984, undated (Container 15) American Federation of State, County, & Municipal Employees Attorney mailing, 1981 (Container 15) Billing, 1981-1988, undated (Container 15) Chicago, Ill., 1983-1984 (Container 15) Chronological file, 1981

Restricted File, 1938-1992

Container

Contents

	Feb.-July (Container 15) (5 folders)
BOX R 2	General, 1960, 1974-1985, undated (Container 18) (7 folders) International Executive Board General, 1981-1982 (Container 18) Special session, 1981 (Container 18) Kirschner, Richard Correspondence
BOX R 3	American Fed'n of State, County, & Mun. Employees v. County of Nassau Correspondence 1983-1984 (Container 20) (4 folders) 1985 (Container 21) (2 folders) Termination documents, 1985 (Container 22) American Fed'n of State, County, & Mun. Employees v. Washington Addresses and lists, 1984, undated (Container 23) Correspondence, 1982-1986, undated (Container 27) (3 folders) International Union of Electrical, Radio, and Machine Workers Bilik, Al, 1977-1979 (Container 119)
BOX R 4	Pensions, 1974-1982, undated (Container 126) (2 folders) Lake, Sharon Ann, 1984-1987 (Container 128) Melemed, Brina, 1984-1987, undated (Container 128) New York Hotel & Motel Trades Council v. Hotel Ass'n of New York City, Inc. Background information Payroll records Banquet House and New York Helmsley Hotel, 1982-1988 (Container 148) Park Lane Hotel Lists 1983 (Container 148) (4 folders)
BOX R 5	1984 Mar. (Container 148) June-Dec. (Container 149) (3 folders) 1985 (Container 149) (4 folders) Summary sheets, 1984 (Container 149)
BOX R 6	Waldorf-Astoria Hotel, 1983-1984 (Container 150) (4 folders) Bills, 1989 (Container 152) Pitta, Vito, libel case Background information, 1954-1983, undated (Container 189) Correspondence, 1986 (Container 189)

Restricted File, 1938-1992

Container

Contents

	Documents, 1981-1986, undated (Container 189)
	Notes and memoranda, 1986, undated (Container 189)
	Rauh v. Coyne, 1981, 1989-1990, undated (Container 201)
BOX R 7	Weissman v. Albert Einstein College of Medicine
	Background information
	Constructive discharge, 1975, 1983-1986 (Container 376)
	Documents
	Falsified, 1983-1984, undated (Container 376)
	Mitigation, 1988-1990 (Container 376)
	General
	1972, 1985-1989 (Container 376)
	(4 folders)
	Undated (Container 377)
	Patent Office search, 1977-1987, undated (Container 377)
	Scope of charge, 1981-1989, undated (Container 377)
	Weissman, Heidi S.
	Biographical material, 1983, undated (Container 377)
	Medical condition, 1989, undated (Container 377)
	Memoranda, 1987-1989 (Container 377)
	Withdrawal of counsel, 1989, undated (Container 377)
	Wrongful discharge, 1988-1989, undated (Container 377)
	Correspondence
	1987-1988 (Container 377)
BOX R 8	1989
	Jan.-Aug. (Container 377)
	(4 folders)
	Sept.-Dec. (Container 378)
	(4 folders)
	1990, undated (Container 378)
BOX R 9	General case material, 1987-1989, undated (Container 378)
	(3 folders)
	Kaplan, Rita, 1985-1989, undated (Container 378)
	(2 folders)
	Notes, 1987-1990, undated (Container 379)
	(2 folders)
	Press, 1988-1989, undated (Container 379)
	Racketeer Influenced and Corrupt Organizations Act (RICO), statement, 1989, undated (Container 379)
BOX R 10	Settlement
	1988-1990 (Container 379)
	(4 folders)
	Undated (Container 380)
	Miscellany
	Family papers, 1940, 1946-1982, undated (Container 421)
	(3 folders)
	Law firm
	Financial reports

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	1991 (Container 421)
BOX R 11	1992 (Container 421) (3 folders) Partnership agreement, 1985 (Container 421) Personal correspondence, 1949-1992, undated (Container 422) (5 folders) School papers, 1938-1947, undated (Container 422)
BOX OV 1-OV 2	Oversize, 1960-1985 Oversize material consisting of exhibits and lists. Organized and described according to the series, boxes, and folders from which the items were removed.
BOX OV 1	Legal File Fairfax County, Va., librarians Exhibits, 1960-1973 (Container 116)
BOX OV 2	New York Hotel & Motel Trades Council v. Hotel Ass'n of New York City, Inc. Background information Lists Crafts, 1985 (Container 144)

Appendix: Legal Abbreviations

Legal term	Abbreviation
Administrat [ive, ion]	Admin.
Administrat [or, rix]	Adm'[r,x]
Agriculture	Agric.
America [n]	Am.
Associate	Assoc.
Association	Ass'n
Atlantic	Atl.
Authority	Auth.
Automobile	Auto.
Avenue	Ave.
Board	Bd.
Brotherhood	Bhd.
Brothers	Bros.
Building	Bldg.
Central	Cent.
Chemical	Chem.
Commission	Comm'n
Commissioner	Comm'r
Committee	Comm.
Company	Co.
Consolidated	Consol.
Construction	Constr.
Cooperative	Coop.
Corporation	Corp.
Department	Dep't
Development	Dev.
Distribut [or, ing]	Distrib.
District	Dist.
Division	Div.
East [ern]	E.
Education [al]	Educ.
Electric [al, ity]	Elec.
Electronic	Elec.
Engineer	Eng'r
Engineering	Eng'g
Enterprise	Enter.
Environment	Env't
Environmental	Envtl.
Equipment	Equip.
Exchange	Exch.
Execut [or, rix]	Ex'[r,x]
Federal	Fed.
Federation	Fed'n
Financ [e, ial, ing]	Fin.
Foundation	Found.
General	Gen.
Government	Gov't

Legal term	Abbreviation
Guaranty	Guar.
Hospital	Hosp.
Housing	Hous.
Incorporate	Inc.
Indemnity	Indem.
Independent	Indep.
Industr [y, ies, ial]	Indus.
Institut [e, ion]	Inst.
Insurance	Ins.
International	Int'l
Investment	Inv.
Liability	Liab.
Limited	Ltd.
Litigation	Litig.
Machine [ry]	Mach.
Manufacturer	Mfr.
Manufacturing	Mfg.
Market	Mkt.
Marketing	Mktg.
Metropolitan	Metro.
Municipal	Mun.
Mutual	Mut.
National	Nat'l
North [ern]	N.
Organiz [ation, ing]	Org.
Pacific	Pac.
Product [ion]	Prod.
Public	Pub.
Railroad	R.R.
Railway	Ry.
Refining	Ref.
Road	Rd.
Savings	Sav.
Securit [y, ies]	Sec.
Service	Serv.
Society	Soc'y
South [ern]	S.
Steamship [s]	S.S.
Street	St.
Surety	Sur.
System [s]	Sys.
Tele [phone, graph]	Tel.
Transport [ation]	Transp.
University	Univ.
Utility	Util.
West [ern]	W.