

Welsch reappointed to DN editor-in-chief post

Chris Welsch has been reappointed editor in chief of the Daily Nebraskan for the spring semester.

Along with naming Welsch editor, the UNL Publications Board Wednesday approved the purchase of the Associated Press wire service for the spring semester, should Nebraska defeat Oklahoma in Saturday's football contest.

According to Welsch, should Nebraska win, the Daily Nebraskan would publish a football magazine recapping the Husker's season. The profits from the supplement would pay for the wire service. Should the Huskers lose, he said, the Daily Nebraskan wouldn't be able to buy the wire service until August.



With the addition of the wire service, the paper's second, he said, the Daily Nebraskan will be able to include important local, state and national news.

In the past, Welsch, a senior journalism/English major from Lincoln, has been a sports, news, and arts and entertainment reporter, copy editor, night news editor, wire editor, supplements editor, along with being editor in chief this semester for the Daily Nebraskan.

One change to be made next semester is the development of an editorial board, Welsch said.

The board, he said, would consist of himself, the editorial page editor, the editorial writer, the news editor and an advertising representative. The board will set editorial policy, he said.

All editorials will be unsigned, and will be the opinion of the Daily Nebraskan, he said.

Another change, he said, will be to restructure the news desk, which will consist of the news editor, campus editor, wire editor and layout editor.

A third change, he said, will be to make the senior reporter position more lucrative.

Welsch said applications for editorial positions will be available Tuesday.



Women's wages...

Continued from Page 1

The Washington State case was based on a 1974 comparable-worth study authorized by then-Gov. Dan Evans, now a U.S. senator. The study found that women employees earned an average of 20 percent less than men doing comparable work. According to a point system used to evaluate the jobs, certain clerk-typists in Washington should be making the same as warehouse workers, and practical nurses the equivalent of offset-press operators.

Washington State says the ruling would cost about \$770 million in back pay and fringe benefits and add \$130 million a year to the payroll.

Regardless of whether the courts continue to rule in favor of comparable worth, pay-equity studies are sweeping the nation.

More than 25 states — including Michigan, Iowa, Missouri, Connecticut, Illinois and Wisconsin — already have commissioned pay-equity studies.

Minnesota pioneered pay-equity policy-making in 1982 by passing legislation requiring all local units of government to develop policies leading to pay equity by Oct. 1, 1985.

"You've come a long way, baby, but..."

In Nebraska, a pay-equity study bill introduced in January 1984 failed by six votes on final reading. LB 700 would have appropriated \$175,000 to hire a consulting firm to compare state jobs on the basis of effort, skill, responsibility and working conditions. The bill also would have established a committee made up of employees and management to make pay-equity decisions.

Jean O'Hara, director of the Nebraska Commission on the Status of Women, helped draft the pay-equity bill. O'Hara said her office will help draft another pay-equity bill for next year if senators, women's groups and labor unions continue to support comparable worth.

Timothy Loudon, a field representative lawyer for the Nebraska Equal Employment Opportunity Commission, said his office has received no pay-equity complaints so far. But the federal EEOC has more than 250 complaints pending across the nation.

Loudon said Nebraska's EEOC has started training representatives on the legal aspects of pay equity so they are prepared for future cases.

Bill Oberg, a Nebraska State Personnel Department compen-

sation analyst, said the state currently uses a job-classification system to ensure equal pay for equal work. A pay-equity study would allow the state to compare two dissimilar jobs, such as a secretary and a carpenter.

Oberg said the personnel department staff is too small to conduct a pay-equity study of its own. Women's groups must convince legislators that a study is necessary, because the Legislature must appropriate money for it, he said.

O'Hara said that in Nebraska, as well as across the nation, women's groups must battle common myths about pay equity to convince legislators that studies are necessary. For example, O'Hara said, three major myths are:

Myth 1: Dissimilar jobs cannot be compared because it would be like comparing apples and oranges.

The U.S. Department of Labor has published the Dictionary of Occupational Titles for decades, O'Hara said. The dictionary ranks jobs from the most important and most valuable to the least important and least valuable.

More than 75 U.S. state and local governments already have done pay-equity studies and found that it was possible to compare jobs, O'Hara said.

Myth 2: Pay equity would interfere with the free market system.

"The reality is that the free market system is being interfered with right now," O'Hara said. "It is holding down women's wages."

For example, O'Hara said, nurses were in short supply last year in the Denver area, yet their salaries did not increase with their demand. Hospital administrators had met each year to set the salaries of the Denver nurses.

Myth 3: Women's wages are lower because women work around their families.

Lower pay is partly related to the way women work, O'Hara said. Many quit their jobs for a few years to raise children. Others decline a promotion because of responsibilities at home.

But a study by the National Academy of Sciences shows that different work habits and educational levels account for only half the difference. The rest is attributed to discrimination, O'Hara said.

Myth 4: Paying women what their jobs are worth would cost too much and lead to economic chaos.

O'Hara said that across the nation, pay-equity studies have shown the need for an increase of

about 2 percent of the total amount budgeted for state salaries. But, she said, Nebraska's increase may differ.

"You've come a long way, baby, but..."

Cost was the major holdup for Nebraska's pay-equity study, O'Hara said.

"Several senators are unfamiliar with the pay-equity concept," O'Hara said. "Some know what it is and don't like the philosophy. Many think it would cost too much."

Oberg said many senators also were afraid of the consequences of a pay-equity study.

"Once the study is completed, a lot of people fear that it's a smoking gun," Oberg said. "It puts you in the position of having to enforce it."

But, O'Hara said, a pay-equity study would not tell the government what to pay employees.

"It will say that you can't discriminate anymore, and you're going to have to figure out, employer, how to overcome the discrimination that's built into the pay classification system."

Frosty Chapman, director of the Nebraska State Department of Personnel, says he thinks pay equity is not the answer. The mass of women in low-paying jobs shows an affirmative action problem, rather than wage discrimination, he said.

"There are not enough women in high paying jobs," Chapman said. "We're changing that through aggressive affirmative action programs. There are now more female agency heads than ever before."

Chapman, who testified as a neutral party at legislative hearings, said pay equity contradicts supply and demand economics and could not be tied in with the marketplace.

Despite the failure of Nebraska's pay-equity proposal, comparable worth is becoming a reality across the United States.

The Supreme Court has brought relief to some victims of wage discrimination without disrupting the economy. But more importantly, the court has opened new doors for women.

And as more state governments adopt pay equity, the changes could spread to the private business sector, raising the salaries of millions of working women.

As the cigarette advertisement suggests, women have made some strides economically. But the 1980s woman has not bridged all the gaps. The new caption tells it all: "You've come a long way, baby, but you've still got a long way to go."

Big 8 KSGT MOVIE
Big 8 KSGT MOVIE
Big 8 KSGT MOVIE
Big 8 KSGT MOVIE

Annie Hall

Starring: **WOODY ALLEN**, **DIANE KEATON**

"BEST PICTURE OF THE YEAR"

TONIGHT AT 7:00 PM

UNIVERSITY FLORAL

When you can't be there, flowers say it best! Send a fresh Thanksgiving centerpiece from University Floral!

118 N. 14th
474-3792

Visa, Master Charge, Diners-Carte Blanche, American Express

Sparrow Records and Cassettes

Reduced to \$7.50 (with coupon through Nov. 13)

Debbly Boone Steve Camp Michele Pillar Lisa Whelchel

Coupon also good for any record or cassette in the store.

logos book store

Lower Level Douglas III 204 N. 13th

Mon.-Fri. 9:30-9:00 Sat. 10-5

Send Homemade taste Home for Christmas.

Ship Do-Biz Cookies to those you care for

DO-BIZ

120 N 14th

474-6158 Visa/Master Card Accepted