

LABOR AND CIVIL RIGHTS LAWYER WINN NEWMAN DIES AT AGE 70

By **Claudia Levy**

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Winn Newman, 70, a labor and civil rights lawyer whose work on pay-equity cases helped make salary discrimination based on sex and race a national issue, died of a stroke June 24 at Sibley Memorial Hospital.

In recent years, as general counsel of the Americans for Democratic Action, the Coalition of Labor Union Women and the Public Employee Department of the AFL-CIO, Mr. Newman was a leading expert on the employment discrimination aspects of civil rights law.

As a litigator in cases involving employees of the State of Washington and of Westinghouse Corp., he helped establish the principle that national law prohibits race and sex-based wage discrimination, even where different jobs are involved. In the Washington state case, this led in the mid-1980s to a settlement of several hundred million dollars that raised wages for state-employed women.

Mr. Newman was the lead counsel in a case against General Electric Co. in the early 1970s that challenged the exclusion of pregnancy benefits from employee health plans. He later spearheaded efforts for national legislation that resulted in the Pregnancy Discrimination Act of 1978, which amended the Civil Rights Act to make it clear that differential treatment based on pregnancy is unlawful.

Pay-equity issues now are covered by many collective bargaining agreements, and pay-equity legislation covering public employees is now in effect in several states and municipalities.

Mr. Newman, a resident of the District, was a native of New York and a graduate of the University of Wisconsin, where he also received a law degree. He served in the Army Air Forces in Greenland during World War II.

He and his wife, Elaine Lipkin Newman, were organizers for the International Ladies Garment Workers in Texas before moving to Washington in 1951. He worked for the Wage Stabilization Board and National Labor Relations Board. He later was with the United Brewery, Flour, Cereal and Distillery Workers in Cincinnati; the United Steelworkers of America in Pittsburgh; and the International Union of Electronic Workers in Washington, where he was general counsel.

In the mid-1960s, Mr. Newman was assistant executive director of the newly formed Equal Employment Opportunity Commission.

He was general counsel of the American Federation of State, County and Municipal Employees during two periods, including the early phase of the Washington state challenge, and represented a number of other unions in discrimination cases, including the Newspaper Guild, the Service Employees International Union, the United Auto Workers, the Hotel and Restaurant Employees and others.

Mr. Newman was an organizer of the National Committee on Pay Equity and the Citizens Committee for Employee Rights. He was a governor of the Woman's National Democratic Club, chairman of the national executive committee of the Americans for Democratic Action, co-chairman of the American Bar Association's equal employment subcommittee and a member of the Compensation Task Force of Montgomery County.

He lectured internationally on the issue of wage discrimination. His honors included awards from the National Organization for Women, National Women's Political Caucus and other organizations.

In addition to his wife of 47 years, of Washington, survivors include three sons, Harry Joel Newman of Franklin, Mich., Michael Newman of Chicago and Sanford Newman of Takoma Park; two brothers, Albert Newman of Glendale, Calif., and Bernard Newman of Lake Worth, Fla.; and four grandchildren.