

Outside the Lines

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SABR Business of Baseball Committee Newsletter

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Editor: Doug Pappas, 100 E. Hartsdale Ave., #6EE, Hartsdale, NY 10530-3244, 914-472-7954.
E-mail: 76615.662@compuserve.com or DougP001@aol.com.

Chairman's Letter

Don't forget to renew! If you haven't renewed your SABR membership by May, this will be your last newsletter. You'll also lose all the other benefits of SABR membership, including *The National Pastime*, the *Baseball Research Journal*, the *SABR Bulletin*, the SABR-L mailing list and more, so send those checks in now!

Do I have everyone's E-mail address? If you have an E-mail address but did not receive a copy of the Committee's third annual survey, please send me your E-mail address at either of the sites above.

Not too early to plan for the 1998 Annual Convention...which will be held at the San Francisco Airport Marriott, June 25-28. I'm planning a presentation on "Thirty Years of Collective Bargaining Agreements"; if any other readers intend to speak on a subject of interest to Committee members, please let me know and I'll announce your talk in the next issue.

MLB News

Yankees, Orioles top luxury tax payers. MLB's first-ever luxury tax raised less than \$12 million. The tax was assessed at a 35% rate on the amount of each club's payroll over \$55,606,921 (including \$5,100,715 per team in miscellaneous player-related costs). The Yankees, with baseball's top payroll at \$68,267,435, paid over \$4.4 million; the Orioles and their \$67.1million payroll contributed over \$4 million more. The Indians (\$2 million), Braves (\$1.3 million) and Marlins (\$140,000) rounded out the list of taxpayers.

For businessmen who had spent the past three years pleading poverty, the owners certainly didn't act like paupers. The tax threshold for 1997, originally set at \$51 million, was changed to the higher of \$51 million or the midpoint between the fifth and sixth highest-payroll clubs -- which resulted in a \$4.6 million increase in the tax threshold, to a level higher than the intended threshold for 1998. In fact, last year *thirteen* teams had payrolls of over \$51 million. The higher threshold, which will be carried forward to raise the 1998 tax threshold and further dilute the effect of the luxury tax, saved the Yankees \$1.6 million. Nonetheless, a management source quoted by AP estimated that players' share of total revenues actually fell from 62% to 61%.

Executive Council approves changes in first-round playoff format. The proposed changes would assure the two division winners with the best records of home-field advantage in the first round, and would switch the format from 2-3 (opening in the "visiting" city) to 2-2-1. The proposal must still be approved by the owners, the MLBPA and the networks.

Owners cancel January meetings. The owners cancelled a meeting scheduled for January 13-15. Topics on the agenda for that meeting reportedly included the proposed sale of the Dodgers to Rupert Murdoch, progress on the search for a permanent Commissioner, and possible extension of Marge Schott's suspension as managing partner of the Reds in light of allegations that she submitted false invoices to General Motors on behalf of her Chevrolet dealership.

Angels' boss blasts leaderless MLB. Before a January 15 meeting of sports marketing executives, Anaheim Angels president Tony Tavares condemned MLB's rule requiring a 3/4 majority of each league for many major decisions: "If I find three other morons in my league, whether it's a good idea for the league or if it's not, I can block something." Tavares added that any Commissioner serving under the present system would be powerless, so "anyone that is worth his salt is going to insist on systemic change in league rules."

Team News

Red Sox consider expanding Fenway Park. The Boston *Globe* has reported that the Red Sox may renovate Fenway Park instead of building a new stadium. The renovations, estimated to cost \$250 million and take three years (during which the Sox would continue to occupy Fenway), would add seats behind first and

third base, push out the playing field and bleachers, and extend the stadium.

Reds may remain in remodeled Cinergy Field. Although in 1996, Hamilton County voters approved a half-cent sales tax hike to fund new stadia for both the Reds and the Bengals, local officials are trying to persuade the Reds to accept major renovations to their existing park. Without promising to accept this alternative, Reds managing executive John Allen has said that the proposed renovations must include natural turf, a stadium club, luxury boxes and a Reds Hall of Fame. County officials say that the renovations could begin after the 1999 season and be completed in time for the 2001 season, without disrupting play in 2000.

Detroit ownership scrutinized for gambling ties. An article by Murray Chass in the January 18 *New York Times* called into question the status of Marian Ilitch, wife of Tigers owner Mike. Mrs. Ilitch is a principal investor in one of three casino projects planned for downtown Detroit, a definite no-no under MLB's anti-gambling policy. Mrs. Ilitch insists that she is not, and never was, an owner of the Tigers, and Bud Selig supports her -- but for the five years between the Ilitches' purchase of the Tigers and her investment in the casino project, the Tigers' media guide identified her as an owner and member of the club's board of directors.

Dodgers sale still pending. Up to four NL clubs -- the Braves, Cubs, Padres and Giants -- have reportedly voiced concerns about Rupert Murdoch's proposed acquisition of the Dodgers. (Five No votes would be needed to block the sale.) Ironically, the opponents include both regional rivals worried about Murdoch's deep pockets and the other two NL clubs controlled by similar media conglomerates.

Twins remain in limbo. The Minnesota legislature has rejected proposals to fund a new baseball stadium in or near the Twin Cities, but North Carolina businessman Don Beaver's proposal to move the club to his home state is faring no better. Voters in North Carolina's Triad area (Greensboro/Winston-Salem/High Point) will be asked in May to approve a one-cent sales tax on prepared food and 50-cent surcharge on event tickets to pay two-thirds of the cost of a new \$210 million stadium. A December poll showed only 20% of voters backing the proposal, with 71% opposed and the rest undecided; another survey showed 61% of Charlotte voters opposed to financing a stadium in their region.

Athletics seek damages from Coliseum Commission. The Oakland Athletics have filed a \$48 million claim for revenues lost as a result of renovations to the Oakland-Alameda County Coliseum made at the request of the Oakland Raiders. The matter will be submitted to arbitration.

New Padres park proposed for downtown San Diego. A city-appointed task force has recommended that a new home for the Padres be built in a warehouse district two blocks from the Convention Center and Gaslamp Quarter. The task force also recommended that the Padres contribute at least \$100 million toward the cost of the new park, and that any public contribution be put to a vote -- a potential problem, in light of widespread local criticism of the money spent to improve Qualcomm Stadium to meet the demands of the NFL Chargers. The task force estimates that the proposed 42,000-seat park would cost \$240 million and could be ready for the start of the 2002 season.

Giants break ground for new stadium. Pacific Bell Park, scheduled to open in time for the 2000 season, is being constructed in the China Basin neighborhood. Its address will be 1 Willie Mays Plaza.

Rangers sold at huge profit. A group headed by Thomas Hicks, owner of the Dallas Stars hockey team, has agreed to purchase the Texas Rangers, the club's stadium lease and additional land near The Ballpark at Arlington for \$250 million. The current ownership group paid \$86 million for the club and its former home, Arlington Stadium, nine years ago. Texas Governor George W. Bush, who organized the current ownership group but invested only \$605,000 of his own, stands to receive \$10 million if the sale is approved.

The Docket

Old-time players' suit against MLB comes to trial. The trial of a class action on behalf of 384 former players has begun in Oakland, California. The players, with Pete Coscarart their most visible spokesman, allege that they have been short-changed on royalties due them for use of their names and likenesses by MLB and Major League Baseball Properties. (As this newsletter went to press, the case went to the jury.)

Yankees lawsuit over adidas sponsorship moved to New York. A federal judge in Tampa has transferred George Steinbrenner's lawsuit against MLB for purported interference with the Yankees' sponsorship deal with adidas from Steinbrenner's hometown to New York. Judge Henry Lee Adams Jr. ruled that the location of defendants, documentary evidence and other witnesses justified the move.

Third Annual Business of Baseball Committee Survey

Thanks to this year's 40 survey respondents: **Marshall Adesman, Paul Andresen, Mike Bauer, James Blenko, Vincent Broomes, Gene Carney, Dick Clark, Frank Cunliffe, Eric Dituri, Robert Dunn, Bill Dunstone, Jim Eaton, Scott Fischthal, Abbey Garber, Steve Gietschier, Bill Gilbert, Larry Hadley, Jahn Hakes, Mike Hauptert, Yoshihiro Koda, Sean Lahman, Larry Lester, Ethan Lewis, John Matthew, Larry McCray, Andy McCue, John McMurray, Sara Mooney, Rod Nelson, David Nieporent, Jim Overmyer, Mark Pankin, Doug Pappas, John Pastier, Bill Slankard, Lyle Spatz, Greg Spira, Jerry Wachs, Cliff Wexler, and Keith Woolner.** If you have an E-mail address but didn't receive a copy of the survey, please let me know.

1. Do you support or oppose interleague play?
 - a. Support -- 15
 - b. Oppose -- 21

[When this question was asked two years ago, the voters opposed interleague play by a 17-10 margin. Two voters from the original survey have switched their opinions, one going in each direction.]

Mike Hauptert: "It makes no difference to me. After a few years these games will neither be unique nor particularly interesting. They are only so right now because of their novelty. For evidence of how they will be treated in the near future, see the NFL. Nobody places any particular significance on AFC-NFC games any more."

Larry McCray: "Interleague play further undermines divisional rivalries, which deserve three home-and-home series."

2. Should interleague games be scattered throughout the season, or grouped into certain weeks as in 1997?
 - a. Scattered throughout the season -- 7
 - b. Grouped into certain weeks -- 29

Jahn Hakes: "Given that interleague games will be played, they might as well be packaged so as to be most effectively marketed to the intended target audience -- that is, people with marginal interest in baseball. Grouping the spotlighted interleague games allows for a national advertising blitz that isn't possible if the games are scattered."

Interleague opponent **David Nieporent**, for grouping: "At least if they're grouped, it makes these games seem like they're separate from the rest of the season, instead of part of it."

3. Assuming that interleague play will continue, what is the optimum number of interleague games per season?
 - a. About 3-6 (geographical rivals/designated opponents only) -- 8
 - b. About 15 (current system -- one series/year against all clubs in one division) -- 21
 - c. About 30 (home and home against all clubs in one division, or one series against two divisions) -- 4
 - d. About 45 (one series against all clubs in the other league) -- 4

[Not surprisingly, most respondents who favored reducing the number of interleague games opposed interleague play on principle, while those who wanted more games supported the concept.]

James Blenko, supporting 15 interleague games: "At present, each team winds up playing almost exactly the same interleague schedule as their divisional rivals. More games would further dilute the significance of intraleague games; fewer games would benefit the teams who are lucky enough to be pitted against teams like the Phillies."

Mark Pankin: "My real preference is for four 8-team leagues with extensive interleague play only between paired leagues on a rotating basis: Year 1, A&B, C&D, Year 2: A&C, B&D, Year 3: A&D, B&C. Would have two series against the other league (48 games) and 16 games against teams in the league (112 games) for a total of 160. Playoffs could be 1 vs. 2 in the paired leagues with the winners meeting for a World Series berth. That way World Series teams would not have met during the season."

4. Assuming that the current number of interleague games will continue, how should the interleague schedule vary from year to year?

- a. Fixed: NL East vs. AL East, Central vs. Central, West vs. West every season -- 10
- b. Three-year rotation: East vs. East, then East vs. Central, then East vs. West -- 19
- c. Three-year rotation, except annual play between "natural rivals" (Mets/Yankees, Cubs/White Sox, etc.) -- 7

Jahn Hakes, for option B: "Every team will eventually come to your town (in six years). The "C" option is tempting, but there are enough teams without natural rivals that I think scheduling would be a nightmare."

John McMurray, for option A: "If interleague matchups are going to promote true rivalries, teams should play each other more than once every few seasons."

5. Should Opening Day be pushed back one week to reduce the risk of snow and extreme cold in northern cities?
 - a. Yes -- 20
 - b. No -- 19

Mike Hauptert: "Actually, two or three weeks would be better. Shortening the season by 15-20 games and reducing salaries by a similar percentage would most likely increase profits for teams, as the demand for regular season games is apparently quite elastic."

6. If the season opens later, how should the schedule be adjusted?
 - a. Shorten the season to 154 games -- 17
 - b. Extend the season one week into October -- 3
 - c. Schedule fewer off-days during the season -- 3
 - d. Add more Sunday and two-night doubleheaders -- 18
 - e. Add more split doubleheaders (day/night, separate admission) 2

[Some respondents didn't answer this question, while others suggested multiple changes.]

Paul Andresen proposed reducing the regular season to 144 games, ending on Labor Day, with the playoffs and World Series extending through the rest of September.

Larry Hadley: "The 162 game season must stay for both baseball and economic reasons. The baseball reason: comparison of statistics over seasons. The economic reason: more money in 162 games than in 154."

Andy McCue: "Either A, C or D. The MLBPA will be tough on this one. The owners won't like A and the players won't like the rest."

David Nieporent: "More doubleheaders. Doubleheaders are good. I know the players don't like them and neither do the owners, but it's good for fans."

7. Should the schedule be balanced (each club plays roughly the same number of games against all other clubs in its league), or unbalanced to give clubs many more games against divisional rivals?
 - a. Balanced -- 14
 - b. Unbalanced -- 26

Larry Hadley: "The schedule should be very unbalanced. That makes for integrity within the divisions. The division champ should be the champ as the result of beating the division rivals. I think that at least 55 to 60 percent of a team's schedule should be against the other teams in its own division. If the schedule is balanced, then why not just take the four teams with the best winning percentage to the playoffs?"

Jahn Hakes: "If it weren't for the wild-card I'd answer (B) in order to maximize games played against division rivals (especially down the stretch). But when the wild-card is combined with an unbalanced schedule in a system where one division has more truly bad teams than the others, the effect is to quite possibly make a mediocre team from that division the wild-card due to wins accumulated against the bad teams."

Andy McCue: "They should be making every effort to make the schedule top-heavy with games within a team's own division (at least a third of the schedule minimum and preferably 40-45%) and the last month of the season should be exclusively or almost exclusively intradivision games."

Keith Woolner: "Balanced, absolutely! The divisions are an artificial, but necessary means to create interest in more teams for the races for the post-season. But imposing a schedule that conforms to that artifice is 'bass-ackward.' Unbalanced schedules would cause me to lose interest, especially as a fan of an East Coast team living on the West Coast."

8. How should franchises be apportioned between the leagues?
- Pre-1998 alignment, with Arizona and Tampa Bay added to the same league -- 12
 - Pre-1998 alignment, with Arizona and Tampa Bay placed in different leagues to create two 15-team leagues -- 4
 - Minimum realignment as adopted, with Milwaukee switching leagues -- 15
 - Moderate realignment, with about five teams switching leagues -- 1
 - Radical realignment as proposed, with all Mountain and Pacific Time Zone teams in the NL, but New York and Chicago keeping one club in each league -- 1
 - Total realignment along geographic lines: one league composed entirely of Eastern Time Zone clubs, the other containing everyone else - 5
 - Other (specify) -- 4 voters (**Marshall Adesman, Abbey Garber, Mark Pankin and John Pastier**) favored expansion to 32 teams, then splitting MLB into four eight-team leagues.

Larry Hadley: "The main issue is the fairness of the competition for divisional championships. I find it grossly unfair that one division should have six teams and one should have only four teams."

Mike Haupt: "Realignment for the sake of realignment will generate a lot of attention in the short run, but I don't see any reason why it will generate significant revenues. It is as likely to attract new fans as it is to alienate diehard traditionalists."

Mark Pankin: "Probably should not be geographic leagues -- many fans like to root for a team in each league. This could become harder if Philly and Baltimore, for example, end up in the same league."

9. Within each league, how should the divisions and playoffs be structured?
- Pre-1969 system: no divisions, winners directly to the World Series -- 1 (**John Matthew**, perhaps the ultimate purist)
 - Pre-1994 system: two divisions, winners to LCS -- 11
 - Two divisions, winners and two runners-up qualify for playoffs (2 rounds) -- 1
 - Current system: three divisions and one wildcard, two rounds of playoffs -- 11
 - Four divisions with no wildcard; two rounds of playoffs -- 14
 - NFL system: three divisions and three wildcards, with three rounds of playoffs; first-round byes for the two division winners with the best records -- 0
 - NBA/NHL system: two divisions, eight teams in each league qualify, seeded on the basis of regular season record, with three rounds of playoffs -- 0
 - Other: **Ethan Lewis** and **Mark Pankin** proposed three divisions with *no* wildcard: the team with the best record gets a first-round bye, then plays the winner of a series between the other two division champs.

Abbey Garber, arguing for a return to the pre-1994 system: "You play all year to see who wins; you shouldn't play a week to see who loses. MLB should realize that baseball is not football or basketball or hockey and shouldn't try to be."

Larry McCray favors the current system, "but with a system of handicaps for wild-card teams -- one home game only?" and the elimination of best-of-five first-round series.

10. Should the World Series be moved to a neutral, warm-weather site, as suggested by Jerry Colangelo of the Diamondbacks?
- Yes -- 2 (**Larry Lester** and **Cliff Wexler**)
 - No -- 38 (Everybody else)

This one prompted some pointed comments. **Steve Gietschier** suggested, "Jerry Colangelo should be moved to a neutral site, like the NBA." **Rod Nelson** went further: "As for Mr. Colangelo, he personally can be moved to a neutral, warm-weather site, such as Hell."

The supporters didn't explain their votes, but many opponents did:

Jim Blenko: "What better way to remove a great reward for home fans and to ensure that only truly wealthy and/or tan people can attend the Series?"

Jahn Hakes: "The World Series isn't the Super Bowl, where you can fly down on Friday, party all weekend, watch the game Sunday night, and fly home Monday while only missing one day of work. Even the

most understanding of bosses would be hard-pressed to grant multiple requests of a week off from work on two days' notice so that half the office can chase the Cubbies down to Phoenix." [Of course, the most unrealistic element of this scenario is the very idea of the Cubs playing in the World Series.]

Larry McCray: "Home fans deserve home games, even cold ones."

Andy McCue: "We would then have the corporate-dominated rich-fest we see at the Super Bowl."

Mark Pankin: "That makes sense as soon as baseball becomes a two-platoon sport: 9 DHs plus special runners who can be inserted as needed; all teams with records near .500 having a legitimate shot at the playoffs. Maybe we can get ticket prices up to \$50 a game while we're at it."

John Pastier: "Yes, when Colangelo owns a northern team in an outdoor park."

Other comments:

Mike Bauer: "Baseball is acting too radically to try and win back the fans and some of its moves are turning away fans. We hear talk of these low payrols in Montreal, Pittsburgh and elsewhere. I wonder if the players would like to reconsider the owners' plan of a salary system with a minimum team payroll of \$29 million. P.S.: Can we please get a Commissioner?"

John Pastier, proposing a different form of interleague play: "I definitely would like to see a 3-game kick-boxing match between the NL's Bud Selig and the AL's John Ellis, with each game lasting at least 3 hours."

Looking Back

100 years ago: NL adopts the "Brush Resolution," which authorizes the suspension or permanent banishment of players for using "obscene, indecent or vulgar" language on the field. In the March 12, 1898 *Sporting Life*, Francis Richter describes the meeting which led to the Resolution: "It is a noteworthy fact that no evidence was produced from managers, magnates, players or spectators -- only umpires and ex-umpires had complaint to make. . . . The language they reported was shocking, but produced quite a contrary effect on the listeners, every volley being greeted by roars of laughter from the magnates, as well as journalists."

Despite the Resolution, on July 25 the umpires refuse to discipline Baltimore's Ducky Holmes for an anti-Semitic comment about Giants owner Andrew Freedman. Holmes, a former Giant, called to one of Freedman's friends, who had been heckling him, that "I was glad I didn't have to work for a Sheeny any more."

Freedman pulls his team off the field, and the umpires forfeit the game to the Orioles. Without a hearing, the NL suspends Holmes for the rest of the season for what *Sporting Life* terms the "trifling offense" of "insulting the Hebrew race," but lifts the suspension within two weeks when the players threaten to unionize. The Brush Resolution is repealed after the season.

75 years ago: The 1923 *Reach Guide* reacts to Joseph Cannon's proposal to unionize major league players: "In the last analysis ball players unions are impractical, and therefore futile, for the simple reason that the players tenure of professional life is limited to 15 years or 20 years at most, wherefore ball playing is not a life work; and also are unnecessary because the income from playing is widely variable, everything depending on personal skill, and varying conditions which it is impossible to make uniform."

The May 23 New York *Times* quotes the BBWAA's protest against radio broadcasting of games in progress: "If this is permitted, it will kill circulation of afternoon papers, and in the end will result in curtailment of baseball publicity." The New York Giants promptly deny any intention to air their games: "On the face of it the story is improbable. If a play-by-play account of the games were sent out every afternoon, it would cut into our attendance, besides hurting the newspapers. We want the fans following the game from the grandstand, not from their homes."

50 years ago: With every major league club except Pittsburgh now telecasting, the May 19 *Sporting News* carries a front-page "Is TV Killing the Minors?" article. The initial problems involve Newark and Jersey City of the International League, where attendance has plummeted in the face of competition from televised Giants and Dodgers games. The majors soon find themselves fighting two battles: the minors demand that telecasts be limited to a 50-mile radius of a club's home city, while the Justice Department investigates whether the antitrust laws are violated by existing restrictions which forbid telecasts within 50 miles of any other major or minor league city.

25 years ago: Baseball's modern era begins: the AL adopts the designated hitter, and the new

collective bargaining agreement introduces salary arbitration for players with two full, or three partial, seasons in the majors. The new CBA also increases the minimum salary to \$15,000 and opens a crack in the reserve clause by allowing ten-year veterans who have been with their current team for at least five seasons to veto proposed trades. Ron Santo of the Cubs becomes the first "10-5" player to exercise this right when he rejects a proposed trade to the California Angels. Santo subsequently accepts a trade to the crosstown White Sox.

1997 Farm System Results

Which clubs have invested the most wisely in their farm systems? The following table presents each organization's minor-league winning percentage in two forms: overall, and as a weighted percentage which emphasizes the performance of AAA and AA teams, indicating likely near-term support from the farms. (The Diamondbacks and Devil Rays, which maintained only partial farm systems, are not included.)

	<i>Overall</i>	<i>Weighted</i>		<i>Overall</i>	<i>Weighted</i>
Anaheim	.484	.496	Atlanta	.483	.501
Baltimore	.535	.557	Chicago	.504	.521
Boston	.512	.537	Cincinnati	.541	.552
Chicago	.501	.522	Colorado	.476	.499
Cleveland	.507	.510	Florida	.512	.536
Detroit	.531	.494	Houston	.468	.490
Kansas City	.484	.450	Los Angeles	.485	.499
Milwaukee	.478	.464	Montreal	.483	.474
Minnesota	.520	.505	New York	.516	.507
New York	.556	.545	Philadelphia	.504	.492
Oakland	.534	.549	Pittsburgh	.499	.443
Seattle	.506	.504	St. Louis	.459	.443
Texas	.486	.450	San Diego	.487	.452
Toronto	.445	.447	San Francisco	.512	.567

Quotes from the Hall of Fame Files

5/12/16 letter from Sam Lichtenhein (President, Montreal NL) to Garry Herrmann:

"...if the Major leagues had any sense they would adopt a salary limit, just the same as they adopt the number of players, and the Minor leagues would follow suit, according to their classification, and all your clubs in your league are paying still 30% to 40% too much in salaries, and the sooner you wake up and realise it the stronger your leagues will be.

"It may be alright that two or three clubs in each league may make money, but this is not a big enough percentage to continue the game, and more players have been ruined by being overpaid than being underpaid, and in my judgement the average salary for any Major league player should not be over \$400.00 per month...

"No star in the game is worth over \$1000.00 per month, no matter who he is, and you will soon come to my opinion that no Major league club with 25 players should have a salary limit of over \$12,000.00 per month. You as well as I know of several Major league clubs who have been in bad shape for some time, and who are not in any too good shape now, and this should not be where they have the monopoly they have, and a monopoly of this kind, where they have the exclusive rights, should mean that every club should make a profit, according to where they finish in the race."

1/20/56 comments by C. Rowland [one-time White Sox manager and PCL president Clarence "Pants" Rowland], responding to player demands for higher minimum salary and a share of TV money:

"The request of the Players to increase the yearly contract from \$6000 to \$7200. This should be militantly refused, because it would set a base rate for the life of the new contract and would only be the stepping stone to any further increase the Players would demand upon the termination of this contract.

"The request for a further increase from the funds derived from Radio and T.V. This request should also be denied, first because it is the business of management to negotiate all business contracts with others outside of baseball and also because the Management cannot afford any increases anywhere and still stay in

business; on the other hand they may have to request a cut in salaries now being paid to players."

"The Management requests that no salary (exclusive of managers) exceeding \$25,000, be paid to any player for any one playing season, and that all contracts, which do not extend beyond the year 1955, be reduced to that figure. All other contracts which have a date carrying into further years and which call for a greater sum than stated above will be reduced 25% to conform to understandings arrived at in other negotiations." [At this time Ted Williams was earning \$100,000, Stan Musial \$80,000, and dozens of others more than the proposed \$25,000 ceiling. Only a man whose ideas for player compensation were forged by watching Charles Comiskey handle the Black Sox could have proposed arbitrary, unilateral pay cuts in *existing* contracts.]

Roster Changes

New Committee members:

Michael Bauer, 2706 Middletown St. NW, Uniontown, OH 44685, lbauer@ix.netcom.com

Eric Dituri, 1921 Spruce Dr. Hollister, CA 95023 edituri@hollinet.com

Arnold Podair, 510 Old Farm Road, Statesville, NC 28625

Vincent J. Russo, 70-50 Austin Street, Forest Hills, NY 11375

New E-mail addresses:

Ronda Smalley: ronsmal@aol.com