The 2003 Better Salaries and Pay Equity Task Force Meeting at the ALA Midwinter Meeting convened at 7:00pm in Salon B of the Philadelphia Marriott with Pat Schuman, Better Salaries/Pay Equity Task Force Chair moderating.

Task Force members present: Luis Acosta-Research/Resources; Mary Rinato Berman-Advocacy; Cathy Bremer-Union Working Group Coordinator, Programs; Carol Brey-Advocacy Working Group Coordinator; Leslie Burger-Advocacy; Charling Fagan-Research/Resources; Yvonne Farley-Union and Programs; Diane Fay-Union and Support Staff; Jenna Freedman-Programs and Special Projects Working Group Coordinator, Union; Mitch Freedman-2002-2003 ALA President; Joan Goddard-Partnerships/Coalitions/Outreach Working Group Co-Coordinator, Union; Aoreole Maria Johnstone-observer; Gene Kinnaly-Support Staff Working Group Coordinator, Publicity; Michele Leber-Partnerships/Coalitions/Outreach Working Group Co-Coordinator; Advocacy/Training/Toolkit; Donna Mandel-Union; Ray Markey-Union; Marci Merola-Advocacy Specialist; Rosemary Mesh-Publicity; Margaret Myers-Research/Resources Working Group Coordinator, Advocacy; Anita Schiller, Research/Resources; Harriet Selverstone-Publicity Working Group Coordinator; Pat Smith-Chapters Working Group Coordinator; Carol Thomas-Union; Tom Wilding-Partnerships and Research/Resources;

Tom Wilding updates the Task Force on APA/Transition Issues
The APA bylaws will hopefully pass on Tuesday (1/28/03). The bylaws create committees within APA to work on salary and pay equity issues. The Executive Board approved a start-up loan to begin APA operation. There is a business plan on the APA Web site at http://www.ala-apa.org, which shows how finances work. APA will begin repayment of the loan in Year 5. A piece of the business plan depends on ALA member contributions. Revenue would come from gifts.

Pat Schuman asks if there’s a charge of the Pay Equity Committee within the APA.

There are 2 categories of committees within APA. Almost all of the bylaw charges are editorial. Tom Wilding’s sense from the Council list is that there’s a strong desire to move forward with the APA.

Mitch Freedman discusses the hire of the new parliamentarian who says there are ways to deal with motions and amendments made that were ignored.

Mitch says he doesn’t want to lose the energy and the aggressive work that went on within the Task Force and wants to make sure the work and energy of this group doesn’t disappear.
Mitch says its two separate organizations (ALA/APA) and Carla Hayden will be making appointments after his presidency ends in July.

Tom Wilding says APA could do things aggressively while ALA has to do it under wraps.

Pat Schuman says presumably the bylaws will pass.

Joan Goddard says that when she read the questions and answers on ALA/APA, she liked the strong statement that ALA members control ALA/APA through the same people in charge of both.

Pat Schuman introduces Carol Brey, and says she is running for ALA President. She has to leave early because she has a reception.

**Carol Brey reports on Training to Date**

A lot of training at Annual-Train the Trainer. Quite a few people are following up in various states. Carol Brey calls upon Marci Merola to discuss a report of the Trainings.

Marci Merola says the initiative has really taken off since 2002 Annual Conference. The number of training is equal or higher than that of the trainings for the Campaign for America’s Libraries. 516 subscribers to the MONEYTALKS list. MONEYTALKS broke the server due to the activity on the MONEYTALKS list serv.

BETTERPAY is a list serv for the people who had trainings in Atlanta. 31 subscribers and not much activity on the list serv. Marci wants to emphasize getting the evaluations back to track the success of the trainings. People downloading training materials off the Web site are not giving feedback.

Mitch says he’s spoken to many state and regional associations. Every association he’s talked to created a better salaries initiative within their own state and region.

Marci Merola talks of the two trainings in Midwinter. 1 is the Overview and Initiatives-open to everyone. The second training is the Train the Trainers session. Marci is anticipating a whole lot of walk-ins and the Sunday Overview and Initiatives session is really going to generate excitement.

Carol Brey discusses success stories from the Advocacy/Training Working Group. New Jersey brainstorming ‘Why is it OK to ask for dollars within today’s economy.’

100 people out of about 2002 in attendance at the Annual meeting of the California Library Association were inspired through Mitch and Anne Turner to sign up for one or more of the 5 Working Groups of the CLA Better Salaries & Pay Equity Task Force.
Carol Brey says we want to get to chapters that haven’t been reached yet. Chapter Relations and PIO will follow up with each training initiative. Can we send you a packet? Can we send you a presenter? What can we do to help you get started? The goal is to get things started at every state chapter. The money left in the Goal Award could go towards a video conference.

Could get a local person to comment on the video conference. What its appeal was. Good for people who can’t attend the conference.

Pat Schuman says a video conference costs about $50,000.

Mitch has about $50,000 left in budget. Wanted to spend about $30-35K to work with media firm to make a video about salaries. Mitch wanted to have a video out of the Task Force.

They videotaped Mitch’s speech at the University of Michigan so there is a salaries speech taped. There is a studio in San Antonio that Carol works with that may be able to work with us on the video.

At Annual Conference there will be a “How to Do Better Salaries and Pay Equity Initiative in your Area.” Want to go straight to the source and invite anyone who will come.

Jenna Freedman asks Leslie is “Why it’s OK to Ask for Dollars” published anywhere?

Jill will advertise “Why it’s OK to Ask for Dollars” on TF Web site to replace the Barbara Ehrenreich headlines.

**Margaret Myers reports on the Toolkit**

Margaret Myers thanks everyone who contributed to the Toolkit. Cathy, Jenna, Gene, Mike, Anita, Joan, Yvonne and Donna all contributed ideas. Marci Merola put it all together with ALA staff. Linda Wallace worked on editing. New sections added were on support staff, faculty status, economic times and added a sample Op-Ed piece and Mitch’s *American Libraries* columns that focused on salaries. Added some more resources and revised Union piece. Information about the second edition needs to get out.

There was no time to talk about the future of the kit. Does the group feel there is a need to still do a third edition adding more case studies, more data, more Op-Ed samples. Its getting very long for printed versions. Or should it be passed on to APA or a need for shorter fact sheets for Equal Pay Day.
Pat Schuman said there could be a Toolkit and then there could be an Action Pack with editions. Pat Schuman would like to see a printed version of the Toolkit. Would take anything out that’s datable and put it in the Action Pack.

Mitch says its good to have something people can use without having to go through the whole document. People can work with single pages with bullets. A one-pager to get the main points. As new information comes in could be Action Pack and updates. One thing that’s come up with the LJ article asking for more feedback. In hindsight, could have put an evaluation sheet into the Toolkit but with experience, people don’t return often. The APA may want to consult with the ALA Library Research Committee, Library Research Roundtable and/or Office for Research and Statistics regarding further work on these issues.

The Research-resources working group is discussing possible recommendations for further work to pass on to APA for work after the annual conference. Bureau of Labor Statistics gives data and includes library workers. Suggest that the APA group work more with the BLS in terms of what data is being collected to make it more meaningful. The other thing Research/Resources Working Group gets into is staffing standards. How many librarians do you have in relation to population. Also discussed the Value of Library Workers. How do you evaluate library services and what impact does it have?

Library Research Committee and Library Research Roundtable for research.

Harriet Selverstone reports for the Publicity Working Group.

The biggest idea that comes out of the Publicity Working Group comes from an ad. A full page ad about the significance that a teacher has made in a life. To have a similar type of ad in either a publication or as a poster like in a public transit place where the general public would also see it. Try to think of a template where this would be how a librarian influenced a person’s life and career. Thought of celebrities for poster. Katie Couric, Tiger Woods, Sheryl Crow, Michael Moore, Derek Jeter. In this template, in 25 words or less, how a librarian encouraged this person’s life. Have a librarian’s name and their credentials—where they got their masters degree. Within that 25 words or less, ‘if I needed to know….I would ask my librarian’ Honda Corporation had an ad about a librarian. Philip Morris is trying very had to get people to think not of them as a tobacco corp so they might be interested, Major League Baseball, and ‘What’s New @ Your Library,’ there was a whole section on ABC promoting information literacy. Maybe a network would pick up on this. Thought about PBS. Showed committee the New York Times Second Annual Librarian Awards and Mitch had a lot to do with it. The READ posters are only seen by people who use libraries. So though to have a publication in some other mainstream and need help from ALA.

The Coalitions group was also talking about PSAs.
Mike Leber reports for Equal Pay Day.

Equal Pay Day and the Legislative Task Force will be the major activities of the National Committee on Pay Equity. The NCPE Equal Pay Day committee is being co-chaired by representatives from Business and Professional Women and the National Association of Commissions on Women.

A packet of information will be available on NCPE’s Web site with links to information about Equal Pay Day. BPW is talking about working with PSAs. Equal Pay Day will fall on Tax Day in 2003. BPW continuing Unhappy Hours and maybe a press conference on the Hill. Proclamations at local and state levels get a lot of press. In Equal Pay Day materials will emphasize individuals being proactive and advocating their salaries and knowing their rights. It would be nice to have a link to ALA’s Web site with some Equal Pay Day stuff.

Pat Schuman said Mitch would love the basic points for Equal Pay Day.

Margaret Myers wants something to go out to Chapters list serv. State Associations can link with any State coalitions involved with Equal Pay Day activities. Linking State Associations to Equal Pay Day Web site.

Joan Goddard discusses the State-Wide coalitions could be linked with ALA chapters. Joan has a guess the wage gap game and other information and brochure and a sample of last year’s 3 quarter cookie bag. The local group for Joan Goddard is called Coalition for Equal Pay, which focuses on all women’s wage gap.

Gene Kinnaly reports for the Support Staff Working Group.

The support staff working group has 3 things to report.

1. Last Annual met with Mary Jo Lynch about including support staff in the ALA Annual Survey. Not going to happen this year. Growing interest in having benefits included in survey. Support Staff will hopefully be included next year. The group asked to express disappointment about not being included in the 2003 survey. Goal is full inclusion in the survey because there aren’t any numbers out there for support staff. Mitch was shocked to discover the support staff salaries in West Virginia.

   Library Technician 17,900K
   Library Assistant 13,400K

   A recommendation for an end product from the Task Force and LSSIRT.

Jenna asks if SSWG is putting together a suggestion or resolution to go through Pay Equity Task Force so it’s a committee resolution and has to get heard. Gene will talk to Meralyn Meadows about Pay Equity, which will be for Annual. Coming from a committee it’s guaranteed to be on the agenda.
Ray Markey asks if it’s the survey done by PLA.

Gene says it’s the survey done by ALA-Mary Jo Lynch.

2. Currently there is a membership initiative for library support staff that includes ALA membership, either ALCTS or RUSA membership, and LSSIRT membership for $59 a year. In the year and a half that this initiative has been in place, LSSIRT has gained 230 new members, effectively doubling the size of the round table. But it's a 3-year initiative, due to end at the 2004 Annual Conference, and LSSIRT strongly supports extending or making permanent this rate for library support staff. At present only 1% of the ALA membership is support staff, even though 2/3 of all library workers are support staff, primarily because the low salaries earned by support staff mean that very few support staff can afford the regular ALA dues.

3. The Third Congress on Professional Education focus on Support Staff is being held this coming May. Members of the Task Force planning to attend include Gene Kinnaly, Diane Fay and Pat Smith. Several members of the Support Staff Working Group will be attending COPEIII as well. The topics include issues raised in a survey on support staff issues/concerns. One of the concerns was compensation. Hopefully something good will come out of that.

Cathy Bremer reports for the Union Working Group, which has not met yet.

There are currently 21 members of the Union Working Group. Part of high membership has come from the MONEYTALKS list. There are people on the UWG now affiliated with universities, pay equity, there are support staff in the group. In the past 6 months, 2 members writing in Library Trends. The major accomplishing is the Toolkit Revision, which turned out beautifully. Jenna, Yvonne, Donna and Margaret pulled the revision together. 8:30 Saturday is the Better Salaries Breakfast paid for by NYPL Local 1930. There is a capacity of 65 people in the room. There is no program. Just to get people to talk about salaries.

The major job for UWG is to get a program together for Toronto. Haven’t yet figured out what UWG wants the program to be. Helping to line up a speaker for Mitch’s program. Karen Nussbaum-AFL-CIO, the woman responsible for 9-5. Cathy is pleased UWG is part of Better Salaries Initiative.

There is now a national AFSCME library workers committee. If nothing else comes out of the UWG, it’s that a national committee is looking at library unions as a wealth of social justice. Diane Fay made it happen.

Someone from UWG work on article for Library Journal.

Jenna Freedman reports for the Programs Working Group.
Jenna is really trying to disband The Programs Working Group. She’s not getting much input from Working Groups about programs they want to do. The group could change into the Special Projects Working Group. The Programs Working Group is not responsible for Programs to happen.

Pat Schuman says there needs to be some kind of coordination between Working Groups and the Programs Working Groups. Jenna is happy to do it but noone’s asking for help. Jenna viewed the Publicity Working Group as outward and Programs WG working on internal publicity.

**Joan Goddard and Mike Leber report for the Partnerships/Coalitions Working Group-non union.**

Preparing to draft a letter for Mitch to rearrange with his consultation people and send to approximately 100 members of NCPE to tell them what’s going on in ALA and ask them as a National Organization interested in Pay Equity to contact local groups and local library staffs to find out if they need some encouragement to get involved in salary initiatives. A member of the WG will come up with a list of activist organizations. Mike was saying she didn’t get much input as to what the Task Force wants to sponsor in terms of Equal Pay Day.

Mike says the WG would like to get the letter out fairly soon and also asks what TF should do in connection with Equal Pay Day. Also talked about the Campaign to Save America’s Libraries. People in charge of putting together campaign make sure message includes the library staff as real essential part of library service. Mitch included that.

Ray Markey says Local 1930 picked out a number of branch libraries that will have informational picket lines to talk about the budget.

Margaret asks since ALA passed a resolution in support of Equal Pay Day, could there be a press release or anything PIO could do.

There might be some sort of check list of things libraries could do for Equal Pay Day, even if it’s a simple display.

Robert Wedgworth, the former Executive Director of the American Library Association has a published article in the January 2003 issue of *American Libraries* about the successful “dimming of the lights” by libraries across the nation as a symbolic gesture and reaction to the Nixon administration’s recommendation that federal library programs that supported different types of libraries be cut from the federal budget.


*Pat Schuman says we haven’t heard from Grants or Publications. Let’s hope they’re working.*
Jenna Freedman speaks about the Fair Pay Resolution, which went to the list serv.

Jenna thinks she has tacit approval from the Task Force for Michael Gorman to propose this. Asking Council to pass a resolution that we want the ALA to encourage all library groups to adopt salary schedules that adequately support librarians and support staff according to skills and education and putting in the term ‘living wage.’ Want ALA/APA to pass resolution and tell people that they did it. Tell state chapters, ACRL, ARL, LAMA, etc. The resolution came from the MONEYTALKS list. Putting it through the Pay Equity Committee just so its assured on the Agenda. Asks for TF to formally endorse it.

The Pay Equity Slate for Council.

Thought they’d go through people who running for Council that are advocates of better salaries to say endorsed by this group. Ann Sparanese would help out with this group.

Pat Schuman concerned because it could be a judgment call.

Could send people a questionnaire.
Cathy Bremer asks how to ask ‘what are people’s positions on Better Salaries?’ Could talk about with Programs Working Group. The PWG could send out questionnaire to candidates. Ask Mitch if its OK.

Pat Schuman suggests that each person running for Council could put a statement on MONEYTALKS.

Jenna says the strategy for voting is bullet voting. Don’t want to find 20 strong candidates, want to find 10.

PWG will be the ‘Programs and Special Projects Working Group.’

LJ Article

Mike Leber is the only volunteer for the LJ article so far.

Pat Schuman thinks everyone on a TF could write a little piece that could be put into the article.

Jenna Freedman has 11 pages of topics that has come up on MONEYTALKS.

The future of the Task Force—

UWG could possibly be the Unions and Labor Task Force under SRRT.
Jenna thinks the Better Salaries/Pay Equity Standing Committee is a bad idea. There’s a 4 year limit to being on the committee. Would like the group to be a round table rather than a group appointed by a President.

The ALA/APA bylaws include provisions for a Better Salaries/Pay Equity Committee. Do they allow for a Round Table or Membership Interest Group?

SRRT is a place to survive.

Jenna says she doesn’t know if entire Task Force could be absorbed by SRRT.

Margaret Myers says there’s always special interest groups.

But the problem is that there’s not a membership attached to APA. Subcommittee members is a way to go.

Talk to Tom Wilding about future of Task Force.

There could be a Salaries Council Caucus.

Pat Schuman asks if there’s other activities people want to thing about at Annual. A suggestion is MONEYTALKS Live

**Adjournment:**
Pat Schuman adjourns the 2003 Meeting of the Special Presidential Task Force on Better Salaries and Pay Equity at 8:38pm.