The Midwinter 2002 Freedman Better Salaries Task Force Meeting met in the General Manager’s Suite (Room #633) River Tower, New Orleans Marriott 555 Canal Street from 12:00pm-3:00pm on Sunday, January 20, 2002.

Present: Task Force Coordinator Patricia Glass Schuman, ALA President-Elect Maurice J. (Mitch) Freedman, Cathy Bremer, Carol Brey, Leslie Burger, Kathleen de la Peña McCook, Liz Dreazen, Yvonne Snyder Farley, Jenna Freedman, Joan Goddard, Rochelle Hartman, Michele (Mike) Leber, Karen Muller, Margaret Myers, Dr. E.J. Josey, Gene Kinnaly, Donna Mandel, Rosemary Mesh, Dan O’Connor, Derrie Perez, Anita Schiller, Pat Smith, Whitney Davidson-Turley, Jill Uncyk, Tom Wilding.

Minutes Approval:

Task Force Coordinator Patricia Glass Schuman requested that any Task Force member with comments to make amendments or changes to the 2001 Minutes, hold their requests until after the meeting.

President-Elect Maurice J. (Mitch) Freedman Gives Welcomes, Leads Introductions and Reports on the Success of the Activities of the Task Force:

Maurice J. (Mitch) Freedman gives update on the 501C6. If ALA Council adopts the 501C6 as an allied professional association, all the work of the Better Salaries Task Force can find its way to consequential action, which will be great for the committee.

Task Force library: Selling Ben Cheever- spent 5.5 years working at entry-level jobs. Not political or ideological. There are copies we can circulate through the committee.

Three separate half hour interviews on the MJF cable show.

The Open Hearing was a success. Speakers and energy were great.

Status Committee Report:

Tom Wilding reports on Status Task Force and reaction in council. Status TF will meet at 2pm on 1/20/02. Recommendations pretty well-set. Council session went well and people are generally
supportive of the whole concept around the C6. Believes it will go through. Each person can button-hole any council member they see and discuss support. Broadly defines it in terms of professional issues including salary and status. There will be an implementation Task Force. 5 recommendations for the Status Task Force. Put them out on the listserv for the Salaries Task Force.

Results of the Open Hearing:

Going to Salon C from Salon B and there was no signage at the Open Hearing so the Task Force does not know how many people it lost. Jenna Freedman will make sure there is a follow-up in Cognotes

The sign-up forms from the Open Hearing will be given to Jill for update on the website.

Jenna Freedman Reports on Progress and Timeline for the Programs Committee:

Programs

Training at Annual

Work at State Associations

Big program in June-SSIRT has scheduled a program meeting.

Combination hearing and progress on Task Force

Web Site Update:

The web site will work on eventually having a password-protected section that would just be accessible to the Task Force members, interns and virtual members.

The web site will contain resources for library users to educate themselves on the issue of pay equity.

Mary Ghikas, ALA Associate Executive Director, will forward documents pertinent to the 501C6 tax status to Jill Uncyk for publication on the Task Force web site.

Kathleen de la Peña McCook Reports on Progress of the Publications and Grants Working Group:

The grant is a shell and Mitch can put in the names and the Task Force can use the money however they want.

The grant is intended to fund the chapter training.
The ALA Pay Equity Committee endorsed the grant.

**Carol Brey Reports on Goals, Initiative, and Progress for the Toolkit:**

The toolkit will be created to train people.

As part of the toolkit development the toolkit group is looking for stories that are successful as well as not so successful.

The toolkit draft outline talks about things we anticipate putting in the toolkit.

Similar to the toolkits for the Campaign for America’s Libraries and the internet toolkit.

**Pat Smith Reports Charge and Initiative of the Chapters/Affiliates Working Group:**

Tentative charge of the Chapter/Affiliates Working Group is to look at parallel programs and activities that focus on salary issues in Chapters and Affiliates.

**Margaret Myers Reports on the Intent, Initiatives, Goals and Progress of the Research & Resources Working Group:**

The Research and Resources Working Group needs to know what working groups need more information on.

The approach the Research and Resources group has been taking so far has been to identify the practical rather than the theoretical. --Statistics on macro and micro levels.

-Tools on national level as well as the local and state levels.

-National data more useful for some of the quick fact sheets.

-Also remember the issue of the value of librarians.

-Case-Studies-more in-depth on job-evaluation and classification as opposed to stories.

Dan O’Conner adds to Research Working Group.

Leslie Burger, President of NJLA, has been working on this and the Task Force can use the work of the NJLA as a model. Virtual Task Force member Dan O’Connor says the Task Force needs one good chart at a time that people can actually look at for cost of living data. This effort should be painted as one that does not have any political or ideological outlook.
The Research and Resources group should include ALA salary figures and not just director surveys.

National Committee on Pay Equity has found 20 states with Pay Equity Legislations. Ask states to check into how library workers come under that legislation. The states can be asked to have two people be lead people in communicating with the Task Force. Carol Brey, Margaret Myers and Pat Smith will write a draft to state legislations on behalf of Mitch.

**Multilingual Initiative of the Freedman Better Salaries and Pay Equity Task Force:**

Derrie Perez will help find (library school students) to translate information into Spanish

**Gene Kinnaly Updates the Task Force on the Activities and Initiative of the Support Staff Working Group:**

The Support Staff Working Group is ensuring that support staff is seen and heard through programs and publicity. The members of the Support Staff group are also on other subgroups. Each subgroup member has at least 10 years experience serving on committees as support staff. Support Staff group would like the ALA survey to generate surveys for Support Staff. States sometime gather information on Support Staff

There are 2 different ALA listservs for Support Staff. The listserv “library support” has about 3,000 users on the listserv. *The Task Force website can put links to support staff related web sites.

-COLT-Council on Library Media Technicians

- gene kinnaly is writing an article for Library Mosaics, a print publication for library support staff. Gene Kinnaly can email Jill Uncyk any relevant electronic bibliographic resources for the Support Staff Working Group and library workers and Jill will set up a bibliographic link from the Support Staff Button on the Task Force Home Page

-MJF will get a subscription to Library Mosaics and join COLT.

**Gene Kinnaly Updates the Task Force on the Initiative of the Publicity Working Group:**

The Task Force Publicity Working Group needs ‘Big Picture Advertising’ and a logo/slogan. There needs to be direct publication re: activities.

The Publicity Working Group is coordinating something with 2 pieces of legislation in Washington Office-Fair Pay Legislation. Sponsors to say something about libraries in particular and coordinate that
through the Washington Office. Publicity is trying to identify public figures and working on getting tie-ins with other figures. Harriet Selverstone is looking to get in touch with Public Information Office. She should contact PIO through Pat Schuman or MJF.

It is a good idea for the Task Force to translate our activities into some other languages (Spanish)

**Synergy of the Working Groups:**

There should be a lot of coordination between groups as well as Pat and Mitch. MJF will try to make money available for Conference Calls for Working Groups.

Programs can be a separate working group. The Task Force approves Programs as a separate working group with Jenna Freedman as the coordinator.

**Joan Goddard Updates the Task Force on the Progress and Vision for the Coalitions/Partnerships Working Group:**

The Coalitions/Partnerships Working Group is working with the NCPE (National Committee on Pay Equity). They are familiar with the concept of ‘women’s work’

The Coalitions/Partnership group will go through Pat and Mitch to establish contacts with groups such as Chamber of Commerce

The working group focuses on diversity and thinks in terms of groups where many of the constituencies speak other languages.

The Family Economic Self-Sufficiency Standard has been done in 17 states with in-depth local surveys per state. The Task Force should build into this when looking at salary surveys.

Web site for WOW. (Should establish link from Task Force web site?)

Are national library associations part of the chapters/units/affiliations working group? MJF will work to set up a meeting with other library associations in Washington.

**Donna Mandel Updates the Task Force on the Progress, Expansion and Initiatives of the Union Working Group:**

Fourteen members are currently in the Union working group. The Union Working Group is working to improve the organizing environment:

1. Find ways to reach out to reach out to administrations
2. MJF to help publicize article in policy manual “anybody who does not want to organize should not be subject to harassment.”

2a. All press releases should come through one voice (Pat Schuman or Mitch Freedman)

4. Union Working group would like to see neutrality as part of ALA policy.

Neutrality-a pre-agreement that management will not take a side in the organizing drive.

5. Ways in which a C6 could help the unions working group

6. Union working group to do a pre-conference on unions (2003)

**Getting the Message Out-Programs and Publications:**

1. Perhaps do a joint program with Canadians because they are much more highly organized. Do a program with Canada, but have them be the primary speakers.

2. *Library Trends* is doing an article on libraries and labor. The Unions Working Group is trying get an article published in that issue.

3. Yvonne Farley will get an article in *Library Journal* about victory at New York Public Library. Once the C6 is established, library journals can regularly support the C6.

Yvonne Farley is working on contacting someone to do an article in local *Times* on the results of the vote on the 501C6, which will get picked up by A.P.

4. When PLA does salary survey, the Unions group can ask them to do a survey on unionization?

The Unions Group will ask the Chapters working group for union information. There are currently 3 states in which information is available: Ohio, New Jersey and New York.

Ray Markey offered to have a union hospitality room that his union will actually pay for.

The Union Group will work more closely with Toolkit group.

**Ideas to see in the toolkit.**

1. Frequently asked questions about unions.
2. Links to union web pages.

3. Ten reasons why I joined a union.

Dianne Fay is on the Executive Council of AFSCME and they set up a National Library Worker’s Caucus.

**Mary Ghikas, Associate Executive Director of ALA Provides a Report on the 501C6 Status of ALA:**

There are four people from Canadian Library Association at Midwinter 2002. Beth Hovious is a CLA contact at Midwinter.

**What can a C3 vs. C6 do?**

1. ALA is tax-exempt under the most favorable and restrictive status.

2. AMA (The American Medical Association) is under the C6, less favorable, less restrictive.

3. Several years ago, PLA, LAMA and others, brought forward for voluntary post-Master’s certification, but ALA can’t do it as a 501C3.


5. ALA will establish an affiliate under a separate tax status for Council to approve on 1/22/2002.

6. A 501C6 will promote mutual professional interest of librarians and library workers.

7. Council document available that includes background information and Jill Uncyk will make these documents publicly available on the Task Force web site. Materials on the 501C6 will also be available at Staff table. A current draft of the bylaws or draft document is not available yet, but the legal documents are available on the HRDR website.

**Initiatives of Pat Schuman and Maurice J. (Mitch) Freedman for the Subcommittees:**

Pat Schuman will find way to facilitate work of subcommittees.

MJF becomes ALA President on June 18, 2002.
Task Force Coordinator, Pat Schuman Presents Timeline:

At annual conference:

1. Advocacy Training

2. General Session Presidential Program Speakers

3. 2003 Conference Committee should have about 80% of programming in June. The earlier you get stuff in, better for optimal training and placement.

4. Better Salaries & Pay Equity Task Force meeting in Atlanta from will be Sunday from 12noon-3:00pm.

Other Items for Consideration

The Task Force should coordinator with Lorelle Swader, HRDR director to gather consistent national statistics on librarian salaries [1].

Lorelle Swader is the director of HRDR.

Gene Kinnaly should identify classes of people who work in the library.

Maurice J. (Mitch) Freedman’s Closing Remarks:

MJF will ask librarians to begin to think about running for elective offices in their states.

Task Force members should run for Council as well. It will help support the work and programs of the Better Salaries Task Force. The Better Salaries & Pay Equity Task Force should be in its launching point during Mitch’s presidency. It should be a long-term, enduring program.

Maurice J. (Mitch) Freedman thanks the Task Force for a fabulous meeting.

Task Force thanks MJF for making this his platform.

Close of the Midwinter 2002 Freedman Better Salaries and Pay Equity Task Force Meeting:

Task Force Coordinator, Pat Schuman adjourns meeting at 3:01pm on Sunday, January 20, 2002.
[1] Refers to the salaries of all library workers