

**MoneyTalks Live!**  
**Crowne Plaza-Calderon/Oakville**  
**Toronto, ON**  
**Saturday, June 21, 2003**  
**1:30-3:30pm**

Jenna Freedman welcomes people to Moneytalks Live and asks for a show of hands as to how many people are on the Moneytalks listserv.

The structure of the program is introduced:

1. Mitch Freedman, ALA President and Carol Brey-Casiano, ALA Vice-President-Elect will introduce the forum and APA initiatives
2. There will be an open forum for people to share ideas about potential issues and WGs that should be developed under the APA Standing Committee on Salaries
3. People will break into WGs based on ideas proposed during the forum session and these groups will form action plans to advise the standing committee.

**Jenna Freedman introduces Mitch Freedman, ALA President:**

Mitch Freedman recognizes Local 1930 Librarian's Guild of the New York Public Library who underwrote the cost of the Better Salaries pins that were produced during the 2002-2003 Presidential Year. Mitch invites everyone in the room to take a pin.

Mitch Freedman ran on a presidential platform on better salaries for library workers, a platform that no other presidential candidate in the history of the ALA has undertaken.

*Tax Structure-501c3 and 501c6:*

ALA as a 501c3 organization cannot advocate for benefits for its members because it would violate its tax exempt status.

One of the things that happened during the Freedman presidency is that Council passed the ALA-APA bylaws. The APA will now have a paid staff, standing committee and working groups. The standing committee will be appointed by each new incoming president.

Mitch Freedman will be the Chair of the standing committee for 2003-2005.

Mitch acknowledges the Task Force's role in advocating for Better Salaries & Pay Equity. There were trainings at 3 ALA Conferences including 2002 Annual, 2003 Midwinter and the upcoming training at 2003 Annual. The training sent people back to their State Associations to do training at a local level.

The Advocating for Better Salaries & Pay Equity Toolkit should be read by everyone interested in learning the tools to improve their own salaries. Mitch recognizes Margaret Myers, the editor of the Toolkit.

Mitch Freedman spoke in 33 cities during his President-elect and Presidential years and the message was: Better Salaries & Pay Equity and the empowerment of people in the audience. After speeches people said they never thought they could get their salaries changed, but now they felt inspired to try.

Every state in which Mitch Freedman spoke established a Better Salaries & Pay Equity committee in their home association or restructured an existing committee to work on the issue of advocating for better salaries.

Mitch tells the audience to keep the momentum going and acknowledges Marci Merola, ALA Advocacy Specialist, and her staff at PIO, who put together the Advocacy packets.

Mitch thanks the audience and encourages them to sign up for a Working Group.

**Jenna Freedman introduces Carol Brey-Casiano and says she feels really glad to have her at MoneyTalks. She is the Vice-president-elect and will keep the salaries effort going.**

Carol Brey-Casiano says she's here to listen and has enjoyed all the discussion on the MoneyTalks listserv and wants to talk about the Library Advocate's handbook.

The emphasis for Carol Brey-Casiano's year as ALA President will be advocacy-speaking out about advocacy for libraries.

It has to be a grassroots effort in order for the salaries effort to grow and be successful. Since Carol Brey-Casiano has come on as her library director at El-Paso Public Library, salaries increased by 6% in one of the poorest urban communities in the country.

Carol Brey-Casiano says that if we all work together, we can do it and thanks the group for listening.

**Jenna Freedman opens the open mic session of the APA Standing Committee on Salaries:**

Some of the additional subgroups that we thought of, in addition to the initial ones are:

\*LIS Students

\*Rural Libraries

\*National Library Workers Day, during National Library Workers Week (no funding required)

The open mic session will be 30-45 minutes.

**Salary discrepancies:**

Anne Turner from Santa Cruz Public Library says that in California, there are discrepancies between public and academic librarian salaries.

**Funding:**

Carol Brey-Casiano thinks about the cost of funding the initiative and says that its up to us to get it started.

The APA Salaries committee should look at how much its going to cost each year to fund the APA.

Comparable worth:

Norah Foster, a Library Assistant IV from UCB says that in the early 90s, librarian jobs were given to lower level staff and, as an assistant, she does librarian jobs and Administrative Assistants at UC get 11% more in salary than Library Assistants. She would like to join the Support Staff WG. Carol Thomas is Chair.

An audience member queries as to what Carla Hayden, the incoming President's position is on salaries.

Carla Hayden's focus for her upcoming Presidential Year will be Equity of Access but salaries is an important issue for her. She appointed Mitch Freedman Chair of the APA Standing Committee.

**501C3 and 501C6:**

The President of the Maine Library Association is concerned that, because her association is a 501C3, that they would need a separate 501C6 to deal with the salary issue.

The California Library Association decided to chance advocating under a 501C3. Training people to advocate is not the same as advocating for oneself.

Jake Sherman from the Vermont Library Association mentions the Increasing Library Compensation: A How-To Guide for Vermont Librarians

**Salaries Union/Non:**

James Casey says that there are thousands of librarians in the US without enough staff to form a bargaining unit. Partnerships between administrators and staff to get the job done.

James Casey says that there should also be a broader pool of qualified MLS applicants to draw from.

Ray Markey, President, Local 1930, Librarian's Guild, says that the President of New York Public Library is not a librarian.

One of the things we have to do in terms of salaries is not to make the unions cutting edge, but to make the salaries cutting edge.

The goal of the Better Salaries work is to raise everyone's salaries.

The overwhelming majority of library workers don't make a lot of money so it's a salary issues raised, with or without a union.

Anne Turner says that there are two issues with unions

1. A union where there is no union
2. Get larger union within a municipality to listen to the needs of workers

Jenna Freedman mentions the Taking Action flyer, a great resource.

Diane Fay, AFSCME Council 93, represents 45,000 workers in Northern New England. She was formerly with Boston Public Library. She talks about the issues of support staff and the support staff salary survey, which could be one of the funding sources for the APA. The Support Staff Salary Survey was a resolution that came out of the Support Staff WG. The WGs do make a difference.

There could be a Resolutions WG.

Jenna Freedman goes through the list possible of WGs that were brought up at this open forum

- \*Resolutions
- \*Public Libraries
- \*Academic Libraries
- \*Operating Expenses for the APA
- \*Downsizing of Libraries
- \*Library Advocacy
- \*Increasing Library Compensation
- \*Partnerships with Management
- \*Salaries-union/non
- \*Research/Resources

Support Staff could be combined with the downsizing of libraries.

Working Groups are broken out and the group begins strategizing.

The MoneyTalks Live! Forum was officially adjourned at 3:40pm on Saturday, June 21, 2003.