

Better Salaries & Pay Equity Task Force – Appendices
Appendix 1: Roster of Task Force

Task Force Members

Carol Brey, Director, El Paso Public Library

Cathy Bremer, Chief Union Steward, San Francisco Public Library

Leslie B. Burger, Director, Princeton Public Library

Whitney E. Davison-Turley, ALA Intern, and NN/LM-MCR Technology and Kansas Liaison Librarian, Dykes Library, University of Kansas Medical Center

Charling C. (Sha) Fagan, Director, Sarah Lawrence College Library

Yvonne Snyder Farley, Reference Librarian, Kanawha (WV) County Library

Jenna Freedman, Electronic Resources Librarian, Iona College (NY)

Maurice J. (Mitch) Freedman, President-Elect, ALA, and Director, Westchester (NY) Library System

Joan B. Goddard, Extra-Help Librarian, Santa Clara County Free Library

Dr. Norman Jacknis, Board President, Westchester (NY) Library System, Chief Information Officer, Westchester County

Dr. E. J. Josey, Professor Emeritus, School of Library and Information Science, University of Pittsburgh

Gene Kinnaly, Cataloger, Library of Congress, Representing Support Staff Interests Round Table (SSIRT)

Michele M. (Mike) Leber, Assistant Coordinator, Collection Management, Fairfax (VA) County Library

Donna Mandel, YA Librarian, Rockridge Branch, Oakland Public Library

Kathleen de la Peña McCook, Professor, University of South Florida, School of Library and Information Science

Margaret Myers, Retired Librarian

Rosemary A. Mesh, Librarian, Kings Bay Branch, Brooklyn Public Library

Derrie Perez, Dean, University of South Florida Library System

Anita Schiller, Librarian Emerita, University of California at San Diego

Patricia Glass Schuman, Task Force Coordinator, President, Neal-Schuman Publishers

Harriet S. Selverstone, Media Specialist, Norwalk High School

Patricia H. Smith, Executive Director, Texas Library Association

Jill Uncyk, ALA Intern, and Library School Student, Rutgers University

Thomas L. Wilding, Director of Libraries, University of Texas at Arlington

Virtual Members (Not Task Force members but participate on SalariesTF listserv)

Mary W. Ghikas, Associate Executive Director, ALA

Mary Jo Lynch, Director, Office for Research and Statistics, ALA

Bob McKee, Chief Executive, The Library Association (Great Britain)

Karen Muller, Librarian and Knowledge Manager, ALA

Daniel O'Connor, Associate Professor, School of Communication, Information, and
Library Studies, Rutgers University

Lorelle R. Swader, Director, Office of HRDR, ALA

Phil Teece, Adviser, Industrial Relations & Employment, Australian Library and
Information Association

Elizabeth Dreazen, ALA Staff Liaison, and Director, Office of ALA Governance, ALA

Better Salaries & Pay Equity Task Force – Appendices
Appendix 2 – Working Groups

1. **Advocacy/Toolkit/Training Stories/Web** - Carol Brey, Coordinator
Subgroup: Toolkit/Training/Stories/Web - Margaret Myers (Toolkit), Rosemary Mesh, Joan Goddard, Leslie Burger, Michele Leber
2. **Chapter/Affiliate Contacts/Programs/Communication** - Pat Smith, Coordinator
Subgroup: Chapters/Affiliates/ALA Units - Pat Smith (Student Chapters), Leslie Burger, Charles Beard (Chapters), Estelle Black (Affiliates), Leslie Burger (ALA Units), Paulette Feld (Support Staff Organizations)
3. **Grants** - Kathleen de la Pena McCook, Coordinator
Subgroup: Publications/Grants-Derrie Perez
4. **Partnerships/Coalitions (non-union)/Outreach**
Subgroup: Partnerships/Coalitions(non-union)/Outreach-Tom Wilding, Joan Goddard, Michele Leber, Jan DeSirey
5. **Publications**-Pat Schuman and Mitch Freedman, Coordinators
6. **Publicity** - Harriet Selverstone, Coordinator
Subgroup: Publicity-Gene Kinnaly, Carol Brey, Dr. Norman Jacknis, Whitney Davidson-Turley
7. **Research & Resources** - Margaret Myers, Coordinator
Subgroup: Research/Resources - Tom Wilding, Sha Fagan, Rosemary Mesh, Anita Schiller
8. **Support Staff** - Gene Kinnaly, Coordinator
Subgroup: Support Staff - Diane Fay, Paulette Feld, Carolyn Tate
9. **Unions** - Donna Mandel, Coordinator
Subgroup: Unions - Cathy Bremer, Herb Biblo, Jenna Freedman, Diane Fay, Ann Sparanese, Judy Burtis, Jan DeSirey, Joan Goddard, Yvonne Snyder Farley

Better Salaries & Pay Equity Task Force – Appendices
Appendix 3 – Research & Resources Subcommittee

Research and Resources Working Group

Objectives:

1. To identify, review and evaluate existing materials (e.g., publications, statistics, websites, surveys, case studies, etc.) related to salaries, pay equity, and other economic justice issues in the library field and to provide recommendations to the task force regarding relevancy for use in developing a tool kit, training, website, media presentations, outreach and other efforts to help library workers increase their salaries. Other occupations, general pay equity, wage justice, gender gap and similar topics will be identified and reviewed to determine relevancy to the library field (e.g., for comparison purposes, useful strategies, overall insight).

2. To identify possible new research that might be helpful and to explore feasibility with appropriate contacts within time and resource constraints.

3. To keep an overall database/bibliography of materials and relevant websites examined with an indication (*) of those sources that are most useful to task work.

4. To recommend ways to continue that identification, collection, and dissemination of resources relating to these issues after the task force has ended its work.

Tasks

Library-related resources:

1. Review of earlier ALA publications and policies on pay equity and identify elements that might be useful to incorporate, repackage, or cite in task force tool kit and other efforts.

2. To identify and review library worker (librarian/support staff) salary and benefit surveys/statistics at a national, regional, state and local levels and by type of library and position. To compile some comparative data (internally within the library profession and externally within other professions), possibly also historical review to give a picture of how we stand as a profession.

3. To identify and review library literature/websites for relevant material in addition to salary data in research studies (e.g., topics such as pay equity, job evaluation, recruitment shortages, faculty status, certification, turnover, changing roles, unions, public perception, competencies, etc.)

4.To identify and collect information on case studies of successful library pay equity studies/efforts/campaigns or other strategies resulting in raised salaries (as well as methods that did not work).

5.To identify and review any data/studies on economic/social/cultural value of libraries and library staff.

Non-library resources:

6.Obtain and review publications and website materials from National Committee on Pay Equity for relevancy to library workers and possible use in task force products.

7.To search Internet, government sources, library collections, professional and association publications, and relevant databases for salary data and information on other occupations and professions that could be used for comparisons with library field, and pay equity strategies that have worked in other fields, etc.

8.To search Internet, government sources, library collections, and other databases and resources to examine broader issues for relevancy to task force work, such as living wage campaigns, wage justice, equal pay for work of equal value, pay equity, comparable worth, gender gap, labor economics, cost-of-living indices, supply and demand, sociology of occupations, job evaluation.

9.To identify and review legislation (passed or pending) related to pay equity at federal and state levels (if state legislation has been passed, determine if library workers fall under this legislation).

10.To identify and review literature related to individual salary negotiation strategies.

Members:

Margaret Myers, Coordinator
700 Warren Rd., Apt. 25-1F
Ithaca, NY 14850
(607)266-0989
mmyers@twny.rr.com

Charling C. Fagan
Library Director; Acting Director for Academic Computing
Sarah Lawrence College
One Mead Way
Bronxville, NY 10708
(914)395-2471
sha@slc.edu

Rosemary A. Mesh
Branch Librarian, Kings Bay Branch
Brooklyn Public Library
716 President Street
Brooklyn, NY 11215-1208
(718)368-1709 ext.116
r.mesh@brooklynpubliclibrary.org

Anita R. Schiller
Librarian Emerita
University of California, San Diego
7109 Monte Vista
La Jolla, CA 92037-5326
(859)459-0380
aschiller@ucsd.edu

Thomas L. Wilding
Director of Libraries
University of Texas at Arlington
P.O. Box 19497
Arlington, TX 76019-0497
(817)272-3390
wilding@uta.edu

Better Salaries & Pay Equity Task Force – Appendices
Appendix 4 – Support Staff Subcommittee

Support Staff Working Group

Charge: To represent the interests and concerns of the library support staff community on status, salary, pay equity and related matters; to interact with other working groups in order to promote our collective knowledge of and appreciation for the single largest and lowest paid segment of library workers; and to use all means available to communicate with library support staff so that we may solicit comments and suggestions, disseminate information, develop tools and training, and provide mutual support and encouragement.

Members:

Gene Kinnaly (Coordinator)
Cataloger
Library of Congress
gkin@loc.gov

Diane Fay
Supervisor, Cataloging Department
Boston Public Library
dfay@BPL.org

Paulette Feld
Information Systems Network Support Technician
University of Wisconsin Oshkosh
feld@uwosh.edu

Carolyn Tate
Acquisitions Assistant
University of Richmond
ctate@richmond.edu

Better Salaries & Pay Equity Task Force - Appendices
Appendix 5 – Chapter/Affiliate Contacts/Programs/Communication
Subcommittee

Chapters/Affiliates/ALA Units Working Group

Composition: The working group consists of the following individuals in alphabetical order:

Charles Beard
West Georgia College, GA
(Chapters)

Estelle Black
Retired, formerly of the Rockford Public Library, IL.
(Affiliates)

Leslie Burger
Library Development Solutions, NJ
Member, Presidential Task Force on Salaries
(ALA Units)

Paulette Feld
University of Wisconsin – Oshkosh Polk Library
(Support Staff Organizations)

Patricia Smith
Texas Library Association
(Student Chapters)

Tentative Charge:

1. Communicate the activities of the presidential salary initiative to chapters, affiliates, ALA units; and other groups as appropriate;
2. Encourage the chapters, affiliates, ALA units, etc. to develop programs and activities to promote salary increases and awareness;
3. Share information about programs and activities through a communications network;
4. Serve as a grassroots representative for the “Campaign for America’s Librarians” by listening to reactions, comments, and recommendations at the grassroots level and by then communicating these ideas and concerns to the Task Force on Salaries.

Tentative Timeline:

Midwinter 2002

Organize working group

Spring 2002

Develop message to encourage programming and activities at the chapter/affiliate/unit level.

Identify a range of ideas and programs to suggest.

Send message via listservs encouraging activities (e.g., chapter initiative similar to NJLA)

Begin database (inventory) of programs & activities

Annual Conference 2002

Meet with ALA/CRC, BCALA, REFORMA, etc. to encourage them to sponsor activities & programs

Fall 2002

Share information about chapter/affiliate/unit programs & activities

Better Salaries & Pay Equity Task Force – Appendices
Appendix 6 – Unions Subcommittee

Unions Working Group

Charge State for the Union Working Group:

“To investigate the extent of the presence and role of unions among library workers. To report findings to the Better Salaries/Pay Equity Task Force. To work towards the initiation of a relationship and dialogue among ALA and national unions representing library workers, in order to improve their salaries, working conditions and status. To encourage ongoing research and publishing on unionization in libraries. To develop union support and advocacy materials to supplement the Better Salaries Task Force Tool Kit. To investigate the possibility and need for a permanent interest group within ALA that would serve as a resource for both active and developing unions of library workers.”

Here is the current list of members:

Donna Mandel (Chair), Reference and Young Adult Librarian, Oakland Public Library
Cathy Bremer, Program Manager, Business/Technology Center, San Francisco Public Library
Yvonne Snyder Farley, Reference Librarian, Kanawha County Public Library
Jenna Freedman, Electronic Resources Librarian, Iona College
Joan Goddard, Extra-Help Librarian, Santa Clara County Free Library
Diane Fay, Supervisor, Cataloging Department, Boston Public Library
Ann Sparanese, Head of Adult and Young Adult Services, Englewood (NJ) Public Library
Jan DeSirey, Hennepin County Library

Better Salaries & Pay Equity Task Force – Appendices
Appendix 7 – Tool Kit Draft Outline

Introduction

Brief history, overview of issues, goals/objectives

Getting Started

Message/Target Audiences/Making the Case/talking points/delivering the message

Building Partnerships/coalitions/Equal Pay Day

Strategies

e.g., unions, job evaluation, updated job descriptions, legislation, litigation, minimum salaries, turnover studies and recruitment shortages, certification, reclassifications, documentation, faculty status, voluntary management initiated changes, research and statistics, public relations re: role and value of library workers, living wage campaigns, individual salary negotiations, comparisons with other professions, dealing with public officials, roles of various groups (e.g., management, boards, associations, human resources staff)

Case Studies

Sample Questions and Answers to Tough Questions/myths and counterarguments

Fast Facts/fact sheets/chcklists/tips/reprints

Sample materials, e.g., media approaches, handouts, scripts, speeches

Glossary/definitions

Resources

Websites, books, periodicals, organizations, contacts, references to other tool kits, esp. library advocacy and campaign for America's libraries

Feedback Form

**American Library Association
2001 Freedman Better Salaries Task Force Meeting
WHITE PLAINS CROWNE PLAZA
White Plains, New York**

The 2001 Freedman Better Salaries Task Force Meeting met in Salon D of the Ballroom of the White Plains Crown Plaza in White Plains, New York from November 09, 2001- November 10, 2001.

PRESENT: Task Force Coordinator Patricia Glass Schuman; ALA President-Elect Maurice (Mitch) J. Freedman; Member Cathy Bremer; Member Carol Brey; Member Charling (Cha) Fagan; Member Yvonne Snyder Farly; Member Norm Jacknis; Member Gene Kinnaly; Member Kathleen de la Peña McCook; Member Michele (Mike) Leber; Member Donna Mandel; Member Rosemary Mesh; Member Margaret Myers; Member Patricia Smith; Member Thomas Wilding; Intern Jill Uncyk; Staff Liaison Elizabeth (Liz) Dreazen

Session One

The Freedman Better Salaries & Pay Equity Task Force convened at 12:00pm on Friday, November 09, 2001 with Task Force Coordinator Patricia Glass Schuman chairing.

Introductions

1:10pm Mitch introduces Pat Schuman, ALA Freedman Better Salaries & Pay Equity Task Force Coordinator and explains that the Task Force has two names: "Better Salaries" and "Pay Equity"

The Campaign is the "Campaign for America's Librarians," which includes all people working in America's libraries.

Tom Wilding-Chair, Task Force on the Status of Librarians

Carol Brey-Is particularly interested in how librarian pay in her region of El Paso compares to that of other regions in the Southwest

Mike Leber-Past Chair of Committee on Pay Equity, winner of ALA Equality Award

Gene Kinnaly-Special Collections Cataloger at the Library of Congress that is particularly interested in representing the Library Support Staff Interests Round Table (SSIRT)

Yvonne Farley-Introduces the condition in her state of WV where, salaries are woefully low. She is interested in salaries and library unions

Cathy Bremer-Chief Steward of Union at San Francisco Public Library. Interested in the status of librarians everywhere

Patricia Smith-Interested in what State Associations in the ALA chapters can do to help on a state wide level. Says there are critical issues in TX with low salaries and the Task Force is a timely initiative

Patricia Glass Schuman-Coordinator for the Freedman Better Salaries & Pay Equity Task Force. Pat Schuman is a Past-President of ALA and President currently chairs @ your library, the Campaign for America's Libraries, the Core Values of Librarianship Task Force, and the Freedman Better Salaries/Pay Equity Task Force. She is also one of the original founders of the Social Responsibilities Round Table

Rosemary Mesh-Has worked on a demographic, strategic marketing plan and discovered other statistics available for library workers as well as participated on a task force for public libraries and wrote on the subject of salaries as a problem. Rosemary is interested in compensation for library workers

Joan Goddard-Participated in the Coalition for Equal Pay and helped to get legislation in her own state of California, which involved an analysis of state employees in terms of pay equity

Norm Jacknis-Sole Trustee of the Task Force. Norm is the President of the Westchester Library System and New York State Association of Library Boards

Donna Mandel-A young adult specialist from Oakland Public Library that is interested in the unionization of librarians

Liz Dreazen-Co-authored proposal and feels strongly that the certification other professions use to present their status would be very helpful to promote own own status as librarians and hopeful achieve pay equity

Status Committee Report

Tom Wilding-presents update on Status Committee Report, which Task Force member Mike Leber is involved with as well. Task Force appointed last spring (2001). A lot of early deliberations trying to decipher what was meant by status issues. Does status=salary? They are not always the same thing. There are status issues that affect salaries. Difficult time learning to work off-site. Working on having a web site up sometime this month to invite people to ask what people think of status issues. <http://www.ala.org/hrdr/status.html> Problem quantifying value we bring as (librarians) to community. Our roles are obfuscated neatly so don't know what librarians contribute to process.

- Task Force Committee reports to Executive Board around midwinter
- Will be hearing at Midwinter for the Task Force
- Task Force will draft report after midwinter
- Hearing--what should ALA do? Ideas about action items that we can recommend to ALA about status issues

MJF Introduces Goals of the TF

Mitch Freedman-Begins by thanking the Freedman Better Salaries/Pay Equity Task Force. Everyone selected by Mitch Freedman, who is counting on the committee to do something that ALA has never taken on. MJF had chaired Pay Equity Committee when it had no budget and counted on volunteers. Mike Leber was on the Pay Equity Committee at the time. MJF has been on the Committee on the Status of Women and Librarianship. 'Salaries' is not an area that has been taken on as an association-wide activity. MJF gives background indicative of his commitment to the issue of pay equity and quotes from his West Virginia Library Association Speech, where he was keynote speaker, "If there is a state where salaries need to be dealt with it is West Virginia." Average salaries of MLS degree holders in West Virginia is 32,000. Average salaries for professionals in the United States: Men-87,000, Women-51,000 (Highlights Pay Equity Issues) Freedman's wish is for Barbara Ehrenreich to be his presidential program speaker.

The Projected Project of the Task Force

What do we want to accomplish?

A. Practical

1. Budget
2. Timeline
3. People to work on committee

B. Product

1. Toolkit that resembles the ALA internet toolkit (anecdotes, etc)
2. Needs to be programs
3. Bring a roadshow to local institutes and coordinate with state and regional librarians
4. People on the Task Force to do the speaking and to bring in outside speakers

C. For it to work, the people of this nation need to understand the importance of libraries and that the people in them have special and important skills

1. Will push with Campaign for America's Libraries
2. Wants Task Force to come up with useful data on library workers' salaries from as many areas of the country as possible, which will help people with regional and then rural/urban/suburban
3. The TF has to put out tools and methodology that people can use to figure out 'what would be a good salary for me in Syracuse, NY'
4. Last crucial piece is that self-image needs to change-"we must overcome image that we...accept any pittance of pay...to do good service"
5. People need to organize in functional ways so that they can earn salaries appropriate to them. Unions are effective, but we don't want this to be a union vehicle for now

Absentees

6 People Absent:

Task Force Member Leslie Burger-President of the NJLA. The NJLA is doing a library study as we speak and we need this information.

Task Force Member Harriet Selverstone-School Librarian in Norwalk, Ct and Past-President of AASL

Task Force Member EJ Josey-Current Chair of Pay Equity Committee

Task Force Member Derrie Perez-Well-recommended by member Kathleen de la Peña McCook

Task Force Member Anita Schiller-Completed pioneering work on salaries for librarians and pay equity in the early 1970s

Task Force Virtual Member Dan O'Connor-Worked hard to get MJF elected as 2002-2003 ALA President because of his commitment to Pay Equity

Resources for the Task Force

MJF will find the resources to support the work of the Freedman Better Salaries/Pay Equity Task Force. Currently, ALA's tax exempt status is a 501(c)(3) charitable organization; however, if we push for a 501(c)(6) tax status, then this will enable ALA members to advocate on behalf of librarian salaries. If librarians see this as something that will help their salaries, membership of ALA will double

Every division is asked to appoint a liaison to this Task Force

Internet Tool Kit

Liz Dreazen will mail the advocacy package and the Internet tool kit to the Task Force members as models for the Freedman Better Salaries & Pay Equity Task Force.

Brainstorming, Flip Charts

Patricia Smith and Margaret Myers assist with flip charts

- Faculty Status
- Part-Timers (hourly, no benefits)
- Cooperate with ALA units involved in the same issue (like ACRL, Faculty Status Committee) Divisional liaisons to the Task Force
- New Skills of Librarians
- Link to Campaign for America's Libraries and build on this
- Tell our stories
- Many librarians don't realize how bad other librarians' salaries are
- Use other committees' librarians to serve on community, on campus, etc.
- Impact of low salaries on recruitment efforts
- Look at successful salary initiatives
- Need good video for training--Could Michael Moore produce one?
- Living wage issue-tie into other Low Wage campaigns
- Compare teachers (at 12 months) to librarian salaries

- On campuses, salaries of IT professionals can be compared with that of librarians
- Look at male-dominated professions
- Publish statistical information and tips in the internet toolkit
- Use the internet toolkit as a model for types of things to include in the Pay Equity toolkit
- Look within field (also for discrepancies...e.g., male-female)
 1. Equal Pay for Equal Work
 2. Type of Library, type of position, hierarchies
- New LIS grads are marketing their skills in non-library information arena
- Campaign for America's Librarians or Library Workers
- Other Benefits (e.g., Travel, Professional Development)
- Librarians as Information Specialists
- Need to improve statistical reporting system, need to more easily disseminate full ALA salary report (as on the Web)-not just sell for \$57.00
- Recognition for other language skills (both librarians and support staff)
- Recognition of 'master children's librarians', reference librarians, catalogers, etc. as well as other non-administrative positions
- Economic downturn issue to address tough-question
- Why I became a librarian
- What a librarian does
- A librarian is still identified with books, not technology, but we are part of a digital age
- Don't want to lower the higher paid, we want to bring everyone up
- Supply and demand-salaries generally go up when supply is low
- Fewer library science (LIS) faculty identify with the term "librarian"-young LIS faculty don't belong to ALA
- Need to engage faculty who are encouraging students to go into different areas
- Public versus private sectors
- Demographics (e.g., public libraries serving populations that need literacy help and/or literacy basics)
- Prove economic value of the library
- Nonprofits asked to evaluate what they do
- Stories and statistics
- #1 Tough Question-'We Don't Have the Money to Pay You'
- Need to eliminate caps on librarians' salaries, which will lift caps on support staff salaries
- Librarians are too much associated with books still
- MJF-'we need to focus on all library workers'
- Move everyone up the pay scale
- Library budgets are low too
- Treat as a political campaign with public, mayors' conference, governors, etc.
- Media tour; magazines
- Distribute stories to mass media
- Marketing library as a blend of the traditional and the new
- Go back to the basics of why libraries are important
- Look at nonprofit evaluation models to prove case-and to back up the stories

- Package the message as comparable (paperclips)
- Book groups and festivals are just examples to show how libraries contribute to the community
- Book stores have become the spokespeople for reading in some cases
- Economic input-package this info
- Get women riled! Testimonials at program
- Get on Oprah's program
- 'National Library Strike'-a day without information
- Unions-positive examples of unionizing, good at communicating comparative data
- Supply and demand-problem of eliminating/reducing job requirements when supply is low
- Supply and demand arguments don't seem to work in female dominated groups
- ALA Washington Office should help us look to nonprofit/outcome models for funding-show economic benefit of libraries
- Economic value of libraries-study (Stieglitz, Nobel Prize winner)
- Plan for longer run!
- Many folks in ad agencies read books and can sympathize--can turn to media
- Strength in numbers-remember the support staff!
- Find ways to get the support staff stories-most can't attend a conference (go through state associations)
- Many people are not graduating from colleges and this will impact library school attendance
- External comparison of salaries
- Internal pay equity issues
- There is often a disconnect between jobs and salaries--support staff often do librarian jobs

Small Group Break Downs

At 3:50pm, Pat Schuman divides the Task Force into small groups

Group 1-Research

Group 2-Legislation/Pay Equity

Group 3-Stories/Reports

Group 4-Unions, ALA, Missions, Coalitions

Outcome of Small Group Break Down Discussions

Sha Fagan presents outcome for Group 1-Research

A. Need basic fact sheet

1. Comparison/fields e.g., (MSW) teachers, IT, CPA

B. Additions/Suggestions for ALA O.R. Survey (clearing house for salary surveys)

2. Graph showing trends
3. More analysis
4. Statistics on support staff
5. Ratio of library staff: users
6. Gender breakdown
7. Living wage
8. % of budget spent on staff

Questions: What professions does ALA use as comparisons in survey/article?

C. MJF-Write heads of State Organizations/Associations for names of representatives/liaisons to this committee, which will serve as a clearing house for data gathering

9. Identify data that is lacking
10. Ask for successful case studies
11. What worked
12. What did not work

D. Collect information on economic value of libraries

13. Recommend enlisting economist in analysis
14. Link to Campaign for America's Libraries

Pat Smith presents outcome for Group 2-Legal Table

15. ALA Washington Office should monitor and report via ALAWON on continuing status on pay equity legislation
16. Through ALA Chapter Relations, build partnerships and coalitions with state library associations and others to focus increased attention on pay equity issues
17. ALA should proceed with plans to form a 501(C)6 with a mission broad enough to encompass lobbying and advocacy for salaries, benefits and the profession at large
18. ALA should conduct a study of the economic impact of libraries and librarians
19. ALA should also identify ways to measure the social and cultural impact of libraries and librarians on communities (all types)
20. ALA should aggressively promote certification of individual librarians and build new certification programs to match competency areas
21. While we recognize the value and tradition of the term "librarian," we should recognize the importance of defining positions in terms of their current

environment

22. ALA should organize a nationwide "media watch" to identify and combat negative and stereotypical images of librarians in advertising and the media, and to promote positive portrayals

Carol Brey presents outcome for Group 3-Stories, Media, PR

External Concepts

A. Knowledge

23. Lifelong learning
24. Knowledge navigators
25. Information as power
26. Trained librarians/staff

B. Democracy/Freedom

27. Librarian as Guardian
28. Defender of Freedom
29. Freedom Fighter
30. Free Access
31. Uniquely American

C. Shortage

32. Valuable Guide to the Information Age who Won't Be There!
33. Library Schools
34. The 'L' word
35. If you don't pay them, they won't be there when you need them

D. Stories: About the Low End and Success Stories (Salaries)

36. Wal Mart Story
37. Recent LIS grads
38. New York Public Library Branches
39. How librarians help
40. Why I became a librarian
41. Why I like working for the library

E. Internal Concepts (Among Ourselves)

42. "Each one RECRUIT one"
43. Remember the Anger
44. Women and Anger--channeling the energy
45. Assertiveness & Action!

46. Assertiveness Training

Jenna Freedman presents outcome for Group 4-Unions&Coalitions

A. Unions/Coalitions

47. AFSCME, NEA, SEIU, AAUP, Teamsters, AFT
48. Identified Unions-how many librarians are involved?
49. Partnering
50. ALA/AFL/CIO Joint Committee
51. Form national caucus of AFL/CIO members who are librarians
52. Collect union memberships on ALA memberships form? Or quick survey in AL
53. Support staff in unions?
54. An approach to organize librarians/PR for unions
55. Librarians caucus with unions or join another caucus such as the Caucus of Labor union Women
56. Consciousness raising among librarians and library directors re: what unions can do
 - "why should you join unions?" as part of touch questions (not just help with salaries)
57. Have significant programs on unions
58. Erosion of services with cutbacks
59. School librarians within unions need MLS, not just teaching degree
60. Research
 - how many different libraries are in the U.S.
 - differentials re: union, non-union salaries
61. Find PhD student to do dissertation re: union (check with Dan O'Connor)
62. SEIU model of approach to unions through how professionals can benefit clients/patients

End of Session One

Pat Schuman, Freedman Better Salaries/Pay Equity Task Force Coordinator closes Session One with the message there needs to be real deliverables to come up with during Mitch Freedman's presidency. Pat Schuman adjourns meeting at 9:37pm.

Session Two

The Freedman Better Salaries/Pay Equity Task Force convened at 8:45am on Saturday, November 10, 2001.

Present: Task Force Coordinator, Patricia Glass Schuman; ALA President-Elect Maurice J. (Mitch) Freedman; Member Cathy Bremer, Member Yvonne Snyder Farley; Member Mike Leber; Member Gene Kinnaly; Member Carol Brey; Member Tom Wilding; Member Harriet Selverstone; Member Donna Mandel; Member Joan Goddard; Member Rosemary

Mesh; Member Jenna Freedman; Member Sha Fagan; Member Kathleen de la Pena McCook; Member Patricia Smith; Member Margaret Myers; Member Norm Jacknis

Planning

A. Midwinter 2002

1. MJF talk to chapters, State Librarians, Divisions, Roundtables, Affiliates
2. Preliminary budget
3. Think tank with vendors

B. Spring Meeting 2002

1. Pick dates for Spring Meeting (Kathleen wants to host it)
2. Want preliminary toolkit and research for spring meeting
3. Commitments from the above to speak at Chapter and other conferences

C. Annual 2002

1. Toolkit finalized and training designed by the Annual Conference
2. Invitational training program for representatives from chapters, divisions, affiliates
3. Speakers to State Annual Meeting
4. Mitch's Inaugural

D. Midwinter 2003

1. Mitch's President's Program

E. Annual 2003

1. Mitch does annual general session
2. Pat thinks of some of most important things she did as ALA President (had Gloria Steinem and Pat Schroeder as Presidential Program Speakers)
3. Mitch wants Barbara Ehrenreich
4. Workshops on Pay Equity and Unions
5. President's Program
6. More Advocacy Training Programs

F. To Do

1. Inventory Studies now available
2. SLA
3. ARL
4. ALA (HRDR)
5. Chapter
6. MLA

7. Committee on Research
8. National Data
9. ASAE
10. Union/Non-Unionized salaries and benefits
11. Bibliostat

G. RFP for Research Studies

1. Economic value of libraries and librarians
2. Social and cultural impact of librarians and libraries on communities
3. Community key indicators

H. Collect stories, case studies, human interest

1. Anecdotes

- Repackage advocacy techniques and campaign materials for toolkit (train speakers)
- Union tip sheet
- Grassroots state libraries, chapter relationships/partnerships to focus attention on pay equity in states, etc.
- COSLA
- Mobilize public opinion through public statements, interviews (Mitch-Oprah, TIME)
- Coalitions/other groups-identify possible partners (including unions)
- Best practice ideas to enhance salaries/statues in libraries (strategies/case studies)
- Plan conference programs
- Prepare toolkit
- Public advertising/placement of message campaign in mass media-relation with PR firm funded by library partners corporations
- Getting articles in non-library media
- Forceful poster that tells our plight
- Post-2003 (how to sustain our work)
- Reach human resource divisions/audit firms
- Secure 501(C)(6)
- Include support staff stats
- Work with ALA Washington Office to monitor/report/lobby for pay equity
- Write ALA goals proposal and add other groups-chapter relations, etc. to endorse

Small Group Break Downs

9:45am, Freedman Better Salaries & Pay Equity Task Force Coordinator, Pat Schuman breaks up small groups for an hour and fifteen minutes

Table 1-Programs

Table 2-Toolkit

Table 3-Training

Table 4-Publicity, Messages

Pat Schuman reconvenes groups for discussion at 11:34am

Jenna Freedman presents outcome for Group 1
Programs

Talks only of Midwinter and Annual

A. Midwinter 2002

1. Pat Schuman introduces program and MJF talks for about 15 minutes where he shares success story with the children's librarians
 - o Pat Schuman says, he can have an open meeting, but can't call it a program
2. Presidential Task Force Mission
3. Recruitment
4. Reps from newly organized (PLANT)
5. Cathy will kick-off open-mic session
6. Everyone in programs group will find one PLANT
7. Everyone will have 5-10 minutes to talk
8. Recruitment
 - o Every subcommittee will have a representative sitting at a table talking about: Pay Equity, Chapter Relations, Lobby/Legislation, Advocacy, Research&Statistics, Divisions, Affiliates&Roundtables
9. MJF says to make support staff visible at Midwinter
10. Saturday, 2pm-4pm and a room for 200 people. Coordinate with Tom Wilding to share the status committee hearing slot

B. Publicity for Midwinter

1. Press Release
 - o Jenna Freedman
 - o Pat Smith
2. E-Journals
 - o LJ-JNB Preview Editorial
 - o Digital AL
3. LISTSERVS (ALA Lists-MJF)
4. Webpage
5. Flyers/Posters
6. Cognotes
7. Table/Booth (Annual)
8. For meeting at Midwinter, want to send out letter to all the chapters (State Reps/Delegates)
9. Low Pay?
No Way?
President-Elect Mitch Freedman
Task Force on Better Salaries & Pay Equity
For Library Workers at
Mid-Winter 2002
Status of Librarians

Join the Assembly of (students; states; ALA affiliates)

C. Annual 2002

1. Pre-Conference?
2. Toolkit Release and Advocacy Training Program
3. Big Name
 - Eleanor Holmes Norton
 - Barbara Kingsolver
 - Molly Ivins
 - Person of Color
4. Southern Poverty Law
5. AFT MAUS LEND
6. AFSME McENTE
7. DC37 MARCHEY
8. WAL-MART NANCY MOORE
 - Advocacy Training
9. University of Houston
 - Bargaining for Salaries
10. Judy Burtis
11. Labor Lawyer
12. Target Front Line Staff
13. Other
14. Info on ALA 2000 Conference

D. Midwinter 2003

1. Follow-up/Program Report
 - "Who is doing what-where?"
2. Assembly
3. Advocacy Training

E. Annual 2003

1. Success!

Harriet Selverstone presents outcome for Group 2
Publicity

1. Contacts
 - Oprah
 - Rosie O'Donnell
 - Howard Kurtz (wrote several books on media)
2. Media Approaches
 - Newspaper Assn.
 - Governor's Offices State Spokespersons

- ALA-Washington Office
- TV, radio-FOX, CNN, NPR
- Elicit stories (anecdotal) of job changing
- 3. Sound bites as Libraries/Librarians
 - Libraries as major democratic institutions of our society
- 4. Librarian's image to be combatted

Margaret Myers presents outcome for Group 3

A. Toolkit

1. Check as model:
 - Internet Kit
 - Campaign for America's Libraries
 - Advocacy

B. Other ALA toolkits

1. Audience: for use by library staff/boards to use with other groups
 - (e.g., media, community groups, public officials, administration)

C. Possible Contents

1. Fast facts/key messages
2. Best practices/case studies
3. Resources/internet links/ALA policies
4. Prepared handouts for outreach
5. Handling tough questions/sample answers
6. Media presentation (consider using campaign video)
7. Strategies-how to do it
8. Techniques for dealing with media
9. Brief overview
 - History
 - Issues
 - Types of libraries
 - Within and outside the field
 - Gender issues
10. Glossary
11. Print and also on ALA website with links
12. Mechanism for updating and coordinating
13. Link to training efforts
 - Mechanisms for collecting best practices/failures
 - Listservs
 - Pres. column
 - Chapter contacts
 - ALA website

D. Suggested Strategies for Sluggish Salaries

1. Legislative
 - Federal, state, local
2. Litigation
3. Comparison with other professions, institutions
4. Job evaluation studies
5. Collective bargaining/negotiations
6. Faculty status
7. Volunteering management initiated change
8. PR re: role of library staff
9. Coalition building
10. Minimum salaries
11. Eternal vigilance-ongoing monitoring
12. Certification/salary
13. Turnover studies
14. Updating job descriptions
15. Gathering statistics/stories/salary surveys
16. Living wage campaign-examples/family issues
17. Individual salary negotiations
18. Equal Pay Day activities (April)

E. Resources

1. Existing salary surveys (national, state, regional)-ALA salary survey, \$57 salary survey-web available
2. National Committee on Pay Equity fact sheets
3. Web links and contacts to non-library groups (eg., NOW, NCPE, Unions, AFT)
4. Government resources such as EEOC, DOL
5. Bibliographies (eg., check earlier pay equity publications)
6. Individuals/speakers
7. Checklists
8. Possible reprints

F. Handouts for Other Groups

1. Media-specific
2. Public officials
3. Community groups
4. Administration
5. Unions

G. Tough Questions and Answers

1. Comparing apples and oranges
2. "It costs too much"; no money available Why do library workers matter?

3. Wage gap-does it exist

Joan Goddard presents outcome for Group 4

Training and Outreach

Outreach

A. Equal Pay Day 2002

1. Library Directors
2. LAMA & its HRS committee on economic status and staff welfare as a possible source
3. Union Relations for Managers Discussion Group
 - o Source of info re: challenge
 - o How to help partner with staff

B. Disaffected and/or Non-Members of ALA

1. Decision-makers
2. Budgetary/HR
3. Unions that represent library staff
4. NCPE member organizations
5. ALA's liaison relationships
6. Society for HR managers
7. Website (overlap of groups to contribute)
8. Magazines-library
9. Poster/forceful sheet/page (Toolkit and/or PR develop)

Training

A. Curricula

1. Training the trainers
2. Workshops
3. Repackage/adapt Campaign for America's Libraries techniques/materials

B. Personnel

1. Training of trainers
2. Workshop facilitators

C. Venues

1. State/regional conferences
2. ALA 2002? 2003
3. Division conferences
4. Poster sessions

D. Website

Brainstorm of Speakers for General Session

1:22pm MJF-Ralph Nader gone from the list. Eleanor Holmes Norton, Toni Morrison, Susan Sarandon, Linda Chavez?, Oprah Winfrey

General Session and Close of Task Force Meeting

Date for Opening General Session-Saturday, June 15, 2002. MJF thanks the Task Force for attending the first Freedman Better Salaries/Pay Equity Task Force Meeting. Send to List the availability dates for Spring Meeting.

Plans for Midwinter Subgroup Meetings

Pat Schuman asks for ideas for anyone who can add to the sign-up form for working groups. If any subgroups want to schedule meetings, they may do so in the midwinter suite of MJF Freedman Better Salaries & Pay Equity Task Force Coordinator Pat Schuman thanks all and adjourns meeting at 1:43pm on November 10, 2001