

## **ALA Better Salaries/Pay Equity Task Force Research/Resources Working Group**

### **Working Bibliography**

(Note: Items with \* indicate items that may be especially useful to taskforce work, although other items may warrant further examination. This draft bibliography is a work in progress so check back for new items that are added periodically. Emphasis is on practical rather than theoretical materials and on more recent information, although there are additional items from the 1980s and early 1990s that are not noted here but deal with pay equity issues and might be examined at a later date if more information is needed. The Research/Resources Working Group welcomes suggestions for additional material, including information on case studies that may not be written in the literature; please send these to [mmyers@twcny.rr.com](mailto:mmyers@twcny.rr.com) or send via the feedback form on the Better Salaries link at [www.mjfreedman.org](http://www.mjfreedman.org)).

### **Library Related Resources**

#### **Salary Data/Surveys/Statistics**

American Library Association. Support Staff Interests Round Table. "ALA SSIRT Task Force on Compensation Final Report, June 2000." Chicago: ALA, 2000.  
[www.ala.org/ssirt/compensa.pdf](http://www.ala.org/ssirt/compensa.pdf)

Association for Library and Information Science Education. *Library and Information Science Education Statistical Report*. Annual report includes salary data for library and information science education faculty. [www.ils.unc.edu/ALISE/](http://www.ils.unc.edu/ALISE/)

Association for Research Libraries. *ARL Salary Survey 2000-2001*. Washington, D.C.: ARL, 2001. [www.arl.org/stats/salary/2000-01/ss00.pdf](http://www.arl.org/stats/salary/2000-01/ss00.pdf)

Bibliostat and Bibliostat Connect (Data files from Dynix Library Management system, including salary data. Commercial service, need subscription through [www.bibliostat.com](http://www.bibliostat.com); information on [www.biblio-tech.com](http://www.biblio-tech.com))

Colorado State Library. Colorado Library Research Service. [www.lrs.org](http://www.lrs.org) (has variety of fact sheets, including some salary data. Primarily Colorado emphasis but some national information and links to other national and state sites). "Fast Facts" are possible model for brief statistics to be used in ALA tool kit. See especially "The Status of School Library Media Specialists & Aides in Colorado, 1999", [www.lrs.org/documents/fastfacts/175lmsalaries.pdf](http://www.lrs.org/documents/fastfacts/175lmsalaries.pdf)

Hartford, Conn. Public Library (salary survey conducted in late 2001, using 17 other library systems for comparison).

Fox, Charlie and Raymond Roney. "Library Support Staff Salary Survey," *Library Mosaics*, v.11, no.4, July/Aug. 2000: 8-12.

\*Lynch, Mary Jo. *ALA Survey of Librarian Salaries 2001*. Chicago: ALA, 2001. (national data on academic and public library salaries by region and level of responsibility. Includes appendix listing of national salary surveys from other organizations. See summary in *American Libraries*, Sept. 2001, p. 64. This is annual compilation so past years are also available)

\*Terrell, Tom and Vicki L. Gregory. "Plenty of Jobs, Salaries Flat," *Library Journal*, Oct. 15, 2001, v.126: 34-40. (annual survey of LIS graduate placements and salaries)

\*Weise, Frieda O. and Thomas D. McMullen. "Study to Assess the Compensation and Skills of Medical Library Professionals Relative to Information Technology Professionals," *Bulletin of the Medical Library Association* 89(3) July 2001: 249-262. [www.mlanet.org/pdf/study\\_89\\_3.pdf](http://www.mlanet.org/pdf/study_89_3.pdf)

### **Pay equity and other compensation approaches within library field**

\*American Library Association. Office for Library Personnel Resources. *Pay Equity: Issues and Strategies*. T.I.P. Kit #9. Chicago: ALA, 1987.

American Library Association. Office for Library Personnel Resources. *Pay Equity Action Strategies and Case Summaries*. T.I.P. Kit #2. Chicago: ALA, 1982

\*American Library Association. Committee on Pay Equity. "Recommended Pay Equity Policy Language for Libraries." Chicago: ALA, 1989.

\*Brill, Alison. *Improving Compensation for Library Workers: Strategies*. Chicago: American Library Association Office for Library Personnel Resources and Committee on Pay Equity, 1995.

Central Arkansas Library System Board approved living-wage policy (Dec. 6, 2001); Contact Neel Sealy at [aracorn@acorn.org](mailto:aracorn@acorn.org)

\*Farley, Yvonne Snyder. "Strategies for Improving Librarian Salaries," *American Libraries*, v.33, Jan. 2002: 56-59.

Harris, Roma M. "Public Libraries and Municipalities in Ontario: The Impact of Pay Equity," *Canadian Journal of Information and Library Science*, v. 19, no.2, July 1994: 40-57.

Kalan, Abby. "There Is No Honor in Being Underpaid." *American Libraries*, v.33, Jan. 2002: 52-54.

\*Kenady, Carolyn. *Pay Equity: An Action Manual for Library Workers*. Chicago: American Library Association, 1989.

\*Kolb, Deborah M. and Ann C. Schaffner. "Negotiating What You're Worth," *Library Journal*, v. 126, Oct. 15, 2001: 52-53 (approaches to individual salary negotiation).

LaRue, James. "Can't Get No Satisfaction: Library Pay in the 21<sup>st</sup> Century," *American Libraries*, v.31, no. 3, Mar. 2000: 36.

McCarty, Jennifer E. "How to Get More Money: Tips on Salary Negotiations," *Footnotes*, v. 21, no.1, Jan. 2002. Outlines strategies and gives reference to tips on salary negotiation from workshop given by Prof. Leigh Estabrook at [www.lis.uiuc.edu/~leighe/](http://www.lis.uiuc.edu/~leighe/).

Singer, Paula M. *Developing a Compensation Plan for Your Library*. Chicago: American Library Association, 2002 (forthcoming, March). (analyzing job functions, implementing plan, alternative pay plans, sample forms, etc.).

### **Case studies**

Australia. (New South Wales pay equity inquiry compared work of librarians and geologists.) Contact Phil Teece, ALIA ( [phil.teece@alia.org.au](mailto:phil.teece@alia.org.au) ). See [www.eeo.nsw.gov.au/women/payequity.htm](http://www.eeo.nsw.gov.au/women/payequity.htm) and [www.dir.nsw.gov.au/action/policy/equity/report/industries/5librarians.htm](http://www.dir.nsw.gov.au/action/policy/equity/report/industries/5librarians.htm). For "History of Pay Equity in Queensland," see [www.detir.qld.gov.au/qirc/submissions/history.pdf](http://www.detir.qld.gov.au/qirc/submissions/history.pdf).

Minnesota (state legislation requires local governmental jurisdictions to file report with state listing all job titles, gender balance, job value, pay; public library staff included in this with other city/county workers). "Local Government Pay Equity Act: An Overview" fact sheet #7 (1999) at [www.lmnc.org](http://www.lmnc.org). Minnesota Department of Employee Relations ([www.doer.state.mn.us](http://www.doer.state.mn.us)) has information under "Labor Relations" section. Also gives Hay job evaluation points by class title. For earlier report focusing on impact of legislation on libraries, see *Pay Equity & Minnesota Public Libraries: Results of a Legislative Approach* by Bonnie Watkins and Jan Feye-Stukas (Chicago: American Library Association Office for Library Personnel Resources and Committee on Pay Equity, 1992).

\*New Jersey Library Association Personnel Committee. (working on salary survey in early 2002, developing comparisons with municipal counterparts, developing salary toolkit for spring 2002 conference in April). Contact Patricia K. Anderson ([cddillon@huplib.lib.nj.us](mailto:cddillon@huplib.lib.nj.us)) or Barbara Shapiro (Cherry Hill, NJ) or Leslie Burger (NJLA president; [burger@princetonlibrary.org](mailto:burger@princetonlibrary.org)) See also [www.njla.org](http://www.njla.org) (website includes information on minimum salary recommendations for various levels).

"New York Public Librarians Finally Negotiate an Increase," *Library Journal*, v. 126, no.9, May 15, 2001: 14. (Union members ratified agreement, giving NYPL librarians an eight percent increase, on top of two four percent raises negotiated for citywide employees.)

Okuda, Sachiko. "Pay Equity: What's It All Worth?" *Feliciter*, v.46, no. 6, 2000: 314-317 (Canadian public-sector librarians fight for pay equity). For additional information, see Public Service Alliance of Canada [www.psa.com/payequity](http://www.psa.com/payequity) and Treasury Board [www.tbs-sct.gc.ca/wnew/PayEquity](http://www.tbs-sct.gc.ca/wnew/PayEquity).

Rogers, Chris. "Library Science 1979 Pay Equity Complaint Finally Resolved in Last Round of Negotiations (1996/1998)," *Liaison: Council of Federal Libraries* (comparison of Canadian national librarians with historical researchers; complaint filed with Canadian Human Rights Commission). [www.nlc-bnc.ca/cfl-cbfg/liaison/1999/99-3/01e.htm](http://www.nlc-bnc.ca/cfl-cbfg/liaison/1999/99-3/01e.htm)

Seamon, Scott et al. "Market Equity Tempered by Career Merit: A Case Study," *Journal of Academic Librarianship*, v.26, issue 4, July 2000: 225-232 (Univ. of Colorado Boulder Libraries received market equity for librarian salaries in 1995-95 but stipulations were imposed).

\*Vermont Library Association Personnel Committee (examined low wages for public libraries, made comparisons with like positions, presentations to trustees, etc.) Contact: Nancy Wilson, 802-453-2366, [nancy@middlebury.net](mailto:nancy@middlebury.net)

## **Library Unions**

\*"Can Unions Solve the Low-Pay Dilemma?" *American Libraries*, v. 33, no.1, Jan. 2002: 65-69.

## **Related Issues: Library Worker Competencies, Roles, Certification, Recruitment**

American Library Association. "Core Competencies." (final report to Executive Board expected spring 2002; outgrowth of Congress on Education).

American Library Association. "Certified Public Library Administration Certification Program Overview." (proposed post-MLS certification program) [www.pla.org/projects/certification/certification.html](http://www.pla.org/projects/certification/certification.html) See also additional information under certification at [www.ala.org/hrdr](http://www.ala.org/hrdr)

Association of Research Libraries. "Changing Roles of Library Professionals." SPEC Kit 256. Washington, D.C., May 2000.

Association of Research Libraries. "Library Support Staff Position Classification Studies." SPEC Kit 252. Washington, D.C., Oct. 1999.

New Jersey Library Association. "Core Competencies for Librarians." "Technical Competencies for Librarians." [www.njla.org](http://www.njla.org)

"Recruitment of Public Librarians, A Report to the Executive Committee of the Public Library Association, January 2000," *Public Libraries*, v. 39, no.3, May/June 2000: 168-172. Full report with appendix and bibliography: *Report to the Executive Committee of*

*the Public Library Association: Recruitment of Public Librarians, January 2000.*  
(includes information on difficulties in recruiting because of low salaries).

### **Economic/social/cultural/educational value of libraries and library staff**

Block, Marylaine. "The Secret of Library Marketing: Make Yourself Indispensable," *American Libraries* v.32, Sept. 2001, 48-50.

Crosby, Olivia. "Librarians: Information Experts in the Information Age." *Occupational Outlook Quarterly*, v.44, no. 4, Winter 2000-01 (primarily for career information, but provides information on what librarians do that might be useful in educating public officials, etc.; [www.bls.gov/opub/ooq/2000/winter/art01.pdf](http://www.bls.gov/opub/ooq/2000/winter/art01.pdf) ) See also information from Occupational Outlook Handbook on "Librarians" and "Library Technicians." [www.bls.gov/oco/oco1012.htm](http://www.bls.gov/oco/oco1012.htm)

Griffiths, Jose-Marie and Donald W. King. "Libraries: the Undiscovered National Resource." In *The Value and Impact of Information*, ed. by Mary Feeney and Maureen Grieves, pp. 79-116. London: Bowker-Saur, 1994.

Griffiths, Jose-Marie and Donald W. King. *Special Libraries: Increasing the Information Edge*. Washington, D.C.: Special Libraries Association, 1993. (evidence of usefulness, value, and impact of information and contribution libraries make).

Holt, Glen. "Placing a Value on Public Library Services," *Public Libraries*, Mar./Apr. 1999: 89-108. See also Holt, Glen E., Donald Elliott, and Amonia Moore. "Placing a Value on Public Library Services, 1998," on [www.slpl.lib.mo.us/libsrc/restoc.htm](http://www.slpl.lib.mo.us/libsrc/restoc.htm) (St. Louis Public Library applied a variety of economic concepts to valuing public investment in library services. See also expanded cost-benefit analysis applied to other libraries, "Development of a Portable Cost Benefit Methodology for Urban Libraries, 1998-2000" at [www.slpl.lib.mo.us/libsrc/dev.htm](http://www.slpl.lib.mo.us/libsrc/dev.htm)

Jones, Patrick. "Why We Are Kids' Best Assets," *School Library Journal*, v. 47, no.11, Nov. 2001, 44-47 (how youth services librarians help youth engage in positive developmental behaviors)

Marshall, Joanne. "The Impact of the Hospital Library on Clinical Decision-Making: The Rochester Study," *Bulletin of the Medical Library Association*, v. 80, Apr. 1992: 169-178 (value of information provided by the library).

Marshall, Joanne. *The Impact of the Special Library on Corporate Decision-Making*. Washington, D.C.: Special Libraries Association, 1993. (study of 390 managers who used special libraries in financial institutions in Toronto, Canada).

McClure, Charles R. et al. "Economic Benefits and Impacts from Public Libraries in the State of Florida." Tallahassee, FL: Florida State University Information Use Management and Policy Institute, 2001. (survey of library patrons about their perceptions of the

economic benefits and impacts of public libraries)  
<http://dlis.dos.state.fl.us/bld/finalreport/> or [www.iifsu.edu/projects](http://www.iifsu.edu/projects)

## Non-library Related Resources

### Pay equity issues (general, e. g., history, strategies/methods, arguments)

AFL-CIO and Institute for Women's Policy Research. "Equal Pay for Working Families." Washington, D.C., 1999 (analysis of Census Bureau and Bureau of Labor Statistics national and state data re: wage gap for women and people of color). See <http://iwpr.org> and [www.aflcio.org/women/exec99.htm](http://www.aflcio.org/women/exec99.htm) .

\*Business and Professional Women/USA. "Fair Pay." 2001. [www.bpwusa.org](http://www.bpwusa.org) (short but useful facts and practical strategies re: fair pay approaches, including federal and state legislation)

\*Center for Women in Government. *Initiating Pay Equity: A Guide for Assessing Your Workplace*. Albany: University at Albany, 1987. (older publication but practical steps)

England, Paula. "The Case for Comparable Worth," *Quarterly Review of Economics and Finance*, v.39, 1999: 743-755.

Evans, Sara M. and Barbara J. Nelson. *Wage Justice: Comparable Worth and the Paradox of Technocratic Reform*. Chicago: University of Chicago, 1989. (Reviews Minnesota state pay equity efforts for public employees between 1983 and 1987 and also includes broader context of women and labor history, and pay equity policies).

Fay, Charles H. and Howard W. Risher. "Contractors, Comparable Worth and the New OFCCP: Déjà vu and More," *Compensation & Benefits Review*, Oct. 2000: 23-33. (discusses work by Office of Federal contract compliance Programs to establish systems for federal contractors to address gender discrimination in employee compensation).

Gardner, Susan E. and Christopher Daniel. "Implementing Comparable Worth/PayEquity: Experiences of Cutting-Edge States," *Public Personnel Management*, v.27, issue 4, Winter 1998: 475-489. (experience of 8 states that have implemented comparable worth statutes: Conn., Iowa, Minn., Montana, NY, Oregon, Wash. and Wisc.)

Haignere, Lois. "Tailoring Job Evaluation to Fit Pay Equity." In *International Encyclopedia of Public Policy and Administration*, ed. by Jay Shafritz and Larry D. Terry. Boulder: Westview, 1998. v. 1.

\*Institute for Women's Policy Research. <http://iwpr.org/resources.html> (web links to many resources and research on women). IWPR is finalizing report to National Skill Standards Board's Committee on Access, Diversity, and Civil Rights to suggest ways in which skill standards could be changed to improve women's employment outcomes and achieve comparable worth goals. See <http://iwpr.org/research-employment.html>

King, Mary, ed. *Squaring Up: Policy Strategies to Raise Women's Incomes in the United States*. Ann Arbor, University of Michigan, June 2001. (sections on reducing negative impact of child rearing on women's incomes; raising pay for 'women's jobs', and moving women into higher paying work).

\*Steinberg, Ronnie and Lois Haignere. "Equitable Compensation: Methodological Criteria for Comparable Worth." In *Ingredients for Women's Employment Policy*, ed. by C. Bose and G. Spitze, pp. 157-182. Albany: State University of New York Press, 1987.

Washington Federation of State Employees, AFSCME/AFL-CIO. "A History of Comparable Worth as Initiated by the Washington Federations of State Employees, AFSCME, Council 28." (activities in Washington State from 1973-1992; approximately 35,000 state employees received increases based on comparable worth study).

[www.wfse.org/cw.htm](http://www.wfse.org/cw.htm)

\*Weiner, Nan and Morley Gunderson. *Pay Equity: Issues, Options and Experiences*. Toronto: Butterworths, 1990. (emphasis on Canada but has explanation of general pay equity concepts, process for job evaluation, identifying gender bias, establishing wages, collective bargaining, etc., including glossary)

Brief information under several websites: National Organization for Women ([www.now.org/issues/economicequity](http://www.now.org/issues/economicequity)) and National Women's Law Center ([www.nwlc.org](http://www.nwlc.org) --see Employment section)

### **National Committee on Pay Equity materials**

\*Website for NCPE: [www.feminist.com/fairpay](http://www.feminist.com/fairpay) (includes information on Equal Pay Day, current legislation, links to salary surveys and other groups, Q & A, wage gap, opposition arguments, etc.) For list of publications, see [www.feminist.com/fairpay/publications.htm](http://www.feminist.com/fairpay/publications.htm) (especially useful are their factsheets; other publications are older.)

### **Government publications/information/sources**

Grossman, Neil and Nancy Shallow. "EEOC Provides Guidance on Compensation Discrimination," *Journal of Compensation and Benefits*, v.17, issue 4, July/Aug. 2001: 11-15. (Equal Employment Opportunity Commission has released guidelines for maintaining compliance with Title VII and Equal Pay Act.)

\*Levine, Linda. *The Gender Wage Gap and Pay Equity: Is Comparable Worth the Next Step?* Updated June 5, 2001. Washington, D.C.: Congressional Research Service Report for Congress, No. 98-278E. [www.house.gov/crstmp/98-278.pdf](http://www.house.gov/crstmp/98-278.pdf) (lengthy overview of issues on both sides of debate; includes summary of Congressional legislative activities).

“A New Look Through the Glass Ceiling: Where Are the Women? The Status of Women in Management in Ten Selected Industries.” Data for this report were compiled by the U.S. General Accounting Office and analyzed by the staffs of Rep. John D. Dingell (D-MI) and Carolyn B. Maloney (D-NY).

[www.house.gov/maloney/issues/womenscaucus/glassceiling.pdf](http://www.house.gov/maloney/issues/womenscaucus/glassceiling.pdf)

\*U.S. Department of Labor. Bureau of Labor Statistics (variety of wage data by occupations, national and state areas, etc.) [www.bls.gov](http://www.bls.gov) (see section on “Wages, Earnings and Benefits.” See also *Occupational Outlook Handbook* with salary data from various occupations, [www.bls.gov/oco](http://www.bls.gov/oco) or [www.bls.gov/oes/2000](http://www.bls.gov/oes/2000)).

U.S. Department of Labor. Bureau of Labor Statistics. “Highlights of Women’s Earnings in 2000.” Report 952. August 2001. (includes data on median earnings by selected characteristics, including occupations; see p. 10 for librarians).

[www.bls.gov/cps/cpswom2000.pdf](http://www.bls.gov/cps/cpswom2000.pdf)

U.S. Department of Labor. Employment Standards Administration. Office of Federal Contract Compliance Program. “Analyzing Compensation Data: A Guide to Three Approaches.” [www.dol.gov/dol/public/regs/compliance/ofccp/compdata.htm](http://www.dol.gov/dol/public/regs/compliance/ofccp/compdata.htm)

U.S. Department of Labor. Women’s Bureau. “Ten Steps to An Equal Pay Self-audit for employers.” [www.dol.gov/dol/wb/10steps71.htm](http://www.dol.gov/dol/wb/10steps71.htm)

U.S. Department of Labor. Women’s Bureau. “What Works: Fair Pay for Working Women.” [www.dol.gov/dol/wb/public/programs/fpcworks.htm](http://www.dol.gov/dol/wb/public/programs/fpcworks.htm)

\*U.S. Department of Labor. Women’s Bureau. “Working Women’s Equal Pay Checklist.” [www.dol.gov/dol/wb/epcheck.htm](http://www.dol.gov/dol/wb/epcheck.htm)

U.S. Department of Labor. Women’s Bureau. “Worth More Than We Earn: Fair Pay for Working Women.” [www.dol.gov/dol/wb/public/programs/fpcworth.htm](http://www.dol.gov/dol/wb/public/programs/fpcworth.htm)

“A Price above Rubies? Wage Gaps Continue...”

[www.radford.edu/~gstudies/sources/wage\\_gaps/wagegap.htm](http://www.radford.edu/~gstudies/sources/wage_gaps/wagegap.htm) (links to government and other sources on wage gap by Dr. Hilary Lips, Director of the Center for Gender Studies and Women’s Studies at Radford University, Radford, VA)

### **Specific professions/occupations**

Gibelman, Margaret and Philip H. Schervish. “Pay Equity in Social Work: Not!,” *Social Work*, v. 40, issue 5, Sept. 1995: 622+ (analysis of salary data for NASW members showed male social workers earning more than female workers)

\*Holliday, Patricia Cole, Janet McNichol, and Arlene Pietranton. “Getting What You’re Worth: Valuable Lessons.”

<http://professional.asha.org/careers/loader.cfm?url=/commonspot/security/getfile.cfm&PageID=9754> (American Speech and Hearing Association salary report and strategies for compensation efforts)

Rhode, Deborah L. "The Unfinished Agenda: Women and the Legal Profession." Chicago: American Bar Association Commission on Women in the Profession, 2001. [www.abanet.org/women](http://www.abanet.org/women)

The Riley Guide. "Salary Guides and Guidance." [www.rileyguide.com/salguides.html](http://www.rileyguide.com/salguides.html) (links to various salary surveys; also gives guidance on evaluating salary information in the surveys).

To find salary data for various occupations, the following websites might be of assistance: <http://jobstar.org/tools/sal-surv.htm>; [www.wageweb.com](http://www.wageweb.com); [www.HRPlaza.com/hr\\_links/salary.html](http://www.HRPlaza.com/hr_links/salary.html); [www.workindex.com](http://www.workindex.com) (click Salary Wizard; also see Compensation—salary statistics); [www.abbott-langer.com](http://www.abbott-langer.com); see also Bureau of Labor Statistics listing under Government Publications section.

### **Unions/Collective Bargaining**

AFL-CIO. Various fact sheets ("Strategies for Achieving Equal Pay," "The Case for Equal Pay," "Pay Gap by Occupation," "Equal Pay for Working Families.") Washington, D.C. [www.aflcio.org/women](http://www.aflcio.org/women) (examples of union efforts and tips for bargaining, some statistics)

\*AFSCME. We're Worth It! Washington, D.C., 1998. (practical strategies, information on job evaluation approaches, countering arguments, union activities). [www.afscme.org/workplace/worth01.htm](http://www.afscme.org/workplace/worth01.htm)

American Federation of Teachers. "Sample Contract Language from AFT Contracts by Topic Family Issues and Benefits: Pay Equity." [www.aft.org/research/models/language/family/payequal.htm](http://www.aft.org/research/models/language/family/payequal.htm)

Canadian Union of Public Employees. "The Pay Equity Lobbyist." [www.cupe.bc.ca/equity/lobbyist](http://www.cupe.bc.ca/equity/lobbyist) (Canadian efforts and legislation; includes pay equity myths and arguments against these)

Hallock, Margaret. "Pay Equity: What Is the Best Union Strategy?," *Labor Studies Journal*, v. 25, issue 1, Spring 2000: 27-44. (review of Oregon public employee union in 1980s, difficulties in job evaluation systems, suggests future emphasis on economic justice and policies to boost minimum wage, living wage, and entry level salaries). See also "Pay Equity: Did It Work?" [www.uoregon.edu/~lerc/research/pay\\_equity.html](http://www.uoregon.edu/~lerc/research/pay_equity.html)

U.S. Bureau of Labor Statistics. "Median Weekly Earnings of Full Time Wage and Salary Workers by Union Affiliation, Occupation and Industry."  
[www.bls.gov.news.release/union2.to4.htm](http://www.bls.gov.news.release/union2.to4.htm)

## **Legislation**

Dale, Charles V. and Linda Levine. "RL30902:Pay Equity Legislation in the 107<sup>th</sup> Congress." Washington, D.C.: Library of Congress, CRS Report for Congress, Mar. 26, 2001. <http://cnie.org/NLE/CRSreports/Economics/econ-109.cfm>

Furchtgott-Roth, Diana. "Comparable Worth Is Back," *American Spectator* v.33, issue 7, Sept. 2000: 38-42. (describes efforts of Congressional Democrats during Clinton administration to develop legislation and federal wage and salary controls; article has pro-business stance against comparable worth)

Gahr, Evan. "Pay Equity Inequity." *American Spectator*, v.32, issue 8, Aug. 1999: 56-57 (Clinton administration's efforts re: federal contractors; article has pro-business slant against comparable worth)

Ontario Pay Equity Commission. "The Pay Equity Act."  
[www.gov.on.ca/lab/pec/acte.htm](http://www.gov.on.ca/lab/pec/acte.htm)

For latest status of federal bills, check <http://thomas.loc.gov> under Fair Pay Act and Paycheck Fairness Act or general topic of fair pay or pay equity. See also listing for Levine in Government Publications section.

\*For state legislation on pay equity and equal pay, model legislation and media examples, see Center for Policy Alternatives website at [www.stateaction.org](http://www.stateaction.org)

## **Litigation**

McCann, Michael W. *Rights at Work: Pay Equity Reform and the Politics of Legal Mobilization*. Chicago: University of Chicago, 1994. (discusses past litigation and legal tactics as help to movement activists in advancing causes).

## **Individual Salary Negotiation**

Krannich, Ronald L. and Caryl Rae Krannich. *Dynamite Salary Negotiations: Know What You're Worth and Get It!* 3<sup>rd</sup> ed. Manassas Park, Va.: Impact, 1998.

"Negotiating Tips." [www.myjobsearch.com/cgi-bin/mjs.cgi/neotiating/tips.html](http://www.myjobsearch.com/cgi-bin/mjs.cgi/neotiating/tips.html) (links to articles on refining negotiating skills).

Pinkley, Robin L. and Gregory Northcraft. *Get Paid What You're Worth*. New York: St. Martins, 2000 (tips for negotiating prior to taking a job).

The Riley Guide. “Job Offers: Evaluating and Negotiating.”  
[www.rileyguide.com/offers.html](http://www.rileyguide.com/offers.html) (links to articles and other materials on topic).

“Salary Negotiation Strategies.” <http://jobstar.org/tools/salary/negostr.htm> (lists selected web sources and books on tips for negotiating salaries)

**Living Wage, Family Economic Self-Sufficiency Standard, general economic justice issues, Cost of Living Indicators**

Reynolds, David. “Living Wage Campaigns: An Activist’s Guide to Building a Movement for Economic Justice.” ACORN National Living Wage Resource Center, 2000. (information on living wage efforts in various cities, practical steps, see also [www.livingwagecampaign.org](http://www.livingwagecampaign.org))

For information on issues, state and local campaigns for living wages, role of unions, see [www.livingwageresearch.org](http://www.livingwageresearch.org) (however, appears to take negative view of living wage efforts)

Sklar, Holly, Laryssa Nykyta and Susan Wefald. *Raise the Floor: Wages and Policies That Work for All of Us*. NY: Ms. Foundation for Women, 2001.

Wider Opportunities for Women. “The Family Self-Sufficiency Project.” Washington, D.C. [www.wowonline.org](http://www.wowonline.org) and [www.sixstrategies.org](http://www.sixstrategies.org) (collaborative state organizing effort; Standard calculates how much money working adults need to meet basic needs; accounts for costs of living by geographic location and family size)

For salary calculator to compare cost of living in various areas, see [www.homefair.com/homefair/calc/salcalc.html](http://www.homefair.com/homefair/calc/salcalc.html) See also [www.myjobsearch.com](http://www.myjobsearch.com) for links to other cost of living and relocation calculator sites.

For information on Consumer Price Index see [www.bls.gov/cpi](http://www.bls.gov/cpi) .

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