Following is a listing of the activities I was involved in as President-Elect of ALA during the period between the ALA Midwinter Conference and the Spring ALA Executive Board meeting.

1. Appointments to ALA committees and other units

After a fine working experience with the ALA Council Committee on Committees and the ALA Committee on Appointments, the names of dozens of people were formally submitted for chairs and members of ALA committees and other units. I couldn’t possibly have gotten the work done without the help of Lois Ann Gregory Wood, Council Secretariat, and Jill Uncyk, ALA Intern.

Lois Ann’s knowledge of the process the ALA units and the general enterprise were invaluable. Jill Uncyk did the enormous job of creating a database of every person who either submitted his or her name for committee assignments or made recommendations on behalf of others. Any mistakes of omission or commission are my responsibility. This aspect of the ALA presidency is not all glamour.

Every effort was made to mind the recommendations of the two nominating committees, but the process itself militates against strict adherence (e.g. duplication of names by both committees, nominations of people who are not ALA members, people not interested in accepting the appointments, etc.)

For the future, I urge everyone who wishes to be appointed to membership in ALA units to submit their names for consideration. What was abundantly clear as part of the process was that there were numerous appointments of people who no one knew but had put themselves forward. Not everyone could be accommodated because there were more nominees than appointments, and popular committees had many more recommendations than vacancies. As President-Elect I was responsible for the appointment of committee chairs—these appointments are at the sole discretion of the President-Elect.

2. Task Force on Better Salaries & Pay Equity

I am extremely pleased with the work being done by the task force. I urge everyone with any interest in the issue of better salaries and pay equity or who would like more information about what the task force is doing to go to the task force home page: http://www.mjfreedman.org/tfhome.html/

The task force of 26 members, with Patricia Glass Schuman, Coordinator, has broken up into several working groups, each of which are working toward the goal of empowering
all library workers with the tools, information, and inspiration to improve their salaries and to achieve pay equity.

Interesting news and information about these issues has come from our professional partners in the former Library Association (soon to become the Chartered Institute for Library and Information Professionals, with the acronym, CILIP,) and the Australian Library and Information Association (ALIA.)

There is a library of documents on the site including those from Great Britain and Australia, as well as Canada, and of course, the United States, bibliographies, working papers, and much, much more. I must recognize Jill Uncyk, again, for the exceptional job she has done in developing and maintaining the Task Force’s pages, as well as the overall ALA President-Elect web site.

The Task Force now has an official mission statement and related information pertaining to its overall function and activities. (See Appendix 1.)

A current list of working groups, chairs, and members is appended. (See Appendix 2)

Under the leadership of Margaret Myers, retired ALA staffer, a working bibliography has been created by the Research/Resources Working Group on the overall issue of better salaries and pay equity. The bibliography can be found as Appendix 3.

3. Annual Meeting Programs in Atlanta

In consultation with the Task Force, we decided that the two speakers we wanted for the ALA Annual Conference in Toronto (2003) opening general session and presidential program were Michael Moore and Barbara Ehrenreich. As it turned out, the ALA conference program committee for Toronto selected two Canadian officials as the opening general session speakers, which eliminated Michael Moore as a possibility for that venue. Secondly, the ALA Annual Conference in Atlanta needed a speaker for the Closing General Session, and Barbara Ehrenreich was selected, which virtually eliminated her from consideration for the Toronto President’s Program. All of that was the bad news regarding the Task Force’s aspirations for Toronto.

The good news is that both the speakers the Task Force selected will be presenting at the Annual Conference in Atlanta. The Better Salaries & Pay Equity Task Force will host a program on Monday, June 17th, 9-10 AM, at which Michael Moore will be the speaker. ALA and EpixTech Corp. will co-sponsor Michael Moore’s appearance.

EpixTech has stepped up to underwrite a substantial portion of the cost of having Michael Moore as a speaker. I am personally grateful to Lana Porter of EpixTech, for agreeing to make it possible for Michael Moore to speak in Atlanta.

Currently Moore’s new book, Stupid White Men, is number one on both The New York Times and Amazon.com’s non-fiction bestseller lists. At least in part, he owes the
success of the book to Ann Sparanese. Ann responded in the best traditions of librarians and intellectual freedom by organizing protests against Harper Collins’s plan to withdraw Moore’s book from the market and destroy it. Harper Collins backed off and, indeed, they are much the richer for it.

Barbara Ehrenreich is a noted author on a variety of social issues and concerns. Her most recent book is of especial interest to the work of the Task Force, and that is why she was selected for Toronto and contributed to her selection for Atlanta. *Nickel and Dimed*, Ehrenreich’s account of work, wages, and life in entry level, minimum wage positions was as powerful a statement and justification for the adoption of a *living wage* as the compensation standard, rather than the *minimum wage*, at least based on today’s minimum wage. Her insights on salaries and pay equity will be most welcome at a conference of people, who because they work in a predominantly female field, are inequitably paid.

4. Meetings & Speaking as a Representative of the American Library Association

The Library Association (February 11-13, 2002): It was a great honor to meet with Bob McKee, Chief Executive, and Sue Brown, Director for Member Services, as well as many key staff of the Library Association (LA.) Either by the time of this writing or shortly thereafter the Library Association will have had a vote to change its name from Library Association to the Chartered Institute of Library and Information Professionals (CILIP.)

I went to London at the invitation of Bob McKee and Sue Brown. Since the LA Policy and Resources Committee of the LA is looking at pay and status issues, and ALA is, I agreed that it would be mutually beneficial for us to exchange views, information, and ideas.

It was a most productive visit. It was especially instructive to note and understand some great differences between LA and ALA. The LA qualifies its different categories of membership by education and experience. Librarians must qualify for their category of membership—Associate Member—by having the appropriate combination of education and experience. It is not automatic and there is a genuine screening process.

Anyone can be a member of ALA by paying dues.

In the mid-1960s, the LA chose to commit itself heavily to advocating for its members. For example, a chief source of revenue and the single most important listing of job advertisements is the LA’s official magazine. In those instances in which postings of positions list salaries that the LA deems inappropriate, an LA staffer will contact the library and endeavor to get the library to pay a higher salary. Questions about tax-exempt status were raised by the LA attorney, but were resolved without changing the governance or structure of the organization.
As with ALA, the LA is concerned that it does not have as members all of the people who qualify for membership. The creation of CILIP is the recognition by LA that there are over 100,000 people working in information related positions. It is the aim of CILIP to develop programs attractive to these information workers and dramatically increase the number of CILIP members.

A variety of other matters were discussed. It was beneficial to compare notes on how the LA is working to improve salaries and what compensation issues are like in Great Britain.

**University of California at Los Angeles Graduate School of Education and Information Science (February 28, 2002)**

**Seymour Lubetzky, ALA Honorary Member:** At UCLA, I was thrilled to be able to present ALA Honorary Membership to Seymour Lubetzky. Professor Lubetzky is 103 years old, and could not come to Atlanta to accept the honor. His age notwithstanding, he gave a brilliant impromptu lecture on cataloging to the assembled audience of students, faculty, and visitors. Because my brother, Bernard W. Freedman, was in attendance and videotaped the presentation, there now exists a video of Seymour Lubetzky talking about cataloging. A copy of the tape was given to ALA so that it could review the possibility of showing the presentation at the Annual Meeting at the time of the ALA Honorary Memberships are conferred.

With people of the caliber of Seymour Lubetzky and E. J. Josey (the other 2002 recipient,) ALA honors itself by conferring this tribute upon them. By recognizing such giants the Association indicates its awareness of those whose contributions are monumental. I am proud to be a part of an Association that honors Seymour Lubetzky and E. J. Josey.

**Speech on ALA Issues and the Better Salaries & Pay Equity Initiative:** I gave a speech on ALA Issues, including my presidential initiative, the Better Salaries & Pay Equity Task Force.

In addition, I arranged for Bob Belinoff, Digital Media, to show a working version of his ALA National Library Week tape to the audience. He received a great deal of useful feedback.

I was told that the turnout was unusually large for the colloquium series.

What pleased me the most—aside from the honor and thrill of being with Seymour Lubetzky again—was the wonderful energy and enthusiasm of the students. They exhibited an uncommon commitment to social responsibilities to libraries, as well as the profession of librarianship.

In attendance were members of the staff of UCLA’s libraries, including a former student of mine from Columbia University’s late School of Library Service, the director of the
Beverly Hills Public Library (a former Westchester public library director,) staff of other area libraries, UCLA faculty, and my sister, brother, nephew, and cousin.\(^1\) This confluence of people made for an energizing and refreshing audience.

In addition to the presentation and speech, I had a meeting with Professor Howard Besser, of the UCLA faculty, at which we discussed ALA issues, and a meeting with Bob Belinoff to discuss media and communications strategies for ALA.

**University of Illinois, Urbana-Champaign Graduate School of Library and Information Studies (March 2):**

My experience at UIUC was similar to that of UCLA. The students were a delight. I also was impressed with the beautiful new GSLIS building, although I was a little overwhelmed by the amount of security in the building. I gave essentially the same speech as I did at UCLA, and it seemed to be reasonably well received.

I had an opportunity to meet with ALA Councilor, Al Kagan (University of Illinois Library) and Leigh Estabrook, former dean of the UIUC’s library school. It was nice seeing both of these long-term friends on their home grounds. Al and I discussed ALA issues and also the upcoming IFLA conference in Glasgow.

Leigh Estabrook filled me in on LEEP, the outstanding distance education program at GSLIS. I spoke on LEEP weekend, the one time during the school year (aside from the very beginning of the Fall semester) that the students all come to the UIUC campus from their distant locations. The program, the students, and the success were all most impressive.

**Italy (March 13-March 21)**

Schedule and events:

Luncheon meeting, March 13, with the Consul General of the U.S. Consulate in Milan; Tom Skipper and Elena Carobbio, also Consulate staff; and two local university officials.

The Biblioteche Oggi Conference (March 14-15) in Milan, sponsored my travel to Italy and the several days I stayed in Milan. All of the speeches and travel after Milan were subsidized by the U.S. State Department. It was a pleasant surprise to find that my former colleague at the Library of Congress, Susan Aramayo, was in charge of the Information Resources Office at the U.S. Embassy in Rome, and was responsible for programming my speaking and travel the second week I was in Italy.

\(^1\) Respectively, Lisa Kernan, my former student; Michael Steinfeld, former director of the Mount Kisco (NY) Public Library and currently director of the Beverly Hills Public Library; and, my sister, Leah Pariser; my brother, Bernard W. Freedman; my nephew, Mitchell J. Freedman; and my cousin, Judy Hausman.
It also was pleasant to once again—close to twenty-five years later—be speaking at conferences and traveling with my dear friend and colleague, S. Michael Malinconico, the EBSCO Professor, at the University of Alabama library school. In the mid-1970s we organized and spoke at several ISAD/LITA institutes and programs on technology and cataloging, and found ourselves sharing a dais again, with similar subjects, but in the context of the Internet and digital information resources—and of course on foreign soil.

Michael’s speeches were primarily concerned with knowledge management and related issues and impacts for librarians. I gave three different speeches: one focused on technology and the digital library; another concerned with ALA issues and the better salaries and pay equity initiative (similar to, but shorter than, the UCLA/UIUC speech); and, a speech on advocacy, written by Larra Clark of ALA’s Public Information Office—the speech was outstanding; all I had to do was read it, and fill in with examples from Westchester County. Michael and I both gave speeches in six different venues—1 in Milan, 1 in Venice, 1 in Padua, 1 in Florence, and two in Rome (on consecutive days.)

The venues and dates follow. Working with simultaneous translations was relatively easy; all we had to do was read a little slower than our normal pace. It was a challenge to work with consecutive translations of our words. The translator in Rome was outstanding. It turned out that she spent a large number of her formative years in Westchester County, and thus her English was flawless as was her knowledge of idioms, etc. What was astounding was her performance when she did consecutive translation. She jotted down the briefest of notes and then flawlessly (according to Michael, who speaks fluent Italian) translated everything that we said, in some cases several paragraphs at a time.

The Biblioteche Oggi Conference (co-sponsored by AIB, the Italian Library Association), at Stelline Conference Center, Milan, March 14-15. Approximately 1,700 Italian librarians and library vendors in attendance—the largest meeting of the year. The title of my speech was, Continuity and Change for U.S. Libraries in the Digital Age: How U.S. Public and Academic Libraries Are Confronting the Challenge of the Digital Library. There was simultaneous translation.


University of Padua, March 19. I spoke on ALA Issues of Today, and the Better Salaries & Pay Equity Initiative. There was great interest here and discussion about copyright.

Salaborsa Library (the public library of Bologna,) in Bologna, March 19. The library director gave us a detailed tour of the facility. This library is extraordinary for its functionality, beauty, and creative blending of the new and the centuries old building, including the close to two thousand year old Roman ruins under the building.


I would gladly do it again in a heartbeat, but I must say that changing cities every other day took its toll, and Tuesday, March 18, was the hardest day. We were in four cities and took three separate train rides: Venice to Padua (speech) to Bologna (visit the library Salaborsa), and to Florence to sleep. I am grateful to Biblioteche Oggi and the U.S. State Department for giving me the opportunity to meet with Italian librarians, exchange views, and incidentally see some of the most astoundingly beautiful sites in existence as well as eat equally extraordinary food.

Of course, the Westchester Library System always has my appreciation and gratitude for supporting my work as ALA President-Elect and participation at such national and worldwide venues, as well as all of the other ALA work that I do.

I also want to acknowledge the invaluable assistance and friendship of Italian librarians, Massimo Belotti, Tomasso Giordano, Massimo Rolle, Antonella Parobbio, and Antonia Ida Fontana; and, Susan Aramayo and Elena Carobbio of the U.S. Embassy (Rome) and Consulate (Milan,) respectively.

5. Participation in the Executive Director Search

My participation in the Executive Director Screening Process was limited because I was in Italy during the screening interviews. I will be a part of the Executive Board interviews of finalists and the decision to select a new Executive Director of ALA.

Maurice J. (Mitch) Freedman, MLS, PhD
President-Elect, American Library Association
April 10, 2002
Appendix 1: Mission Statement, Activities, etc.

The Better Salaries/Pay Equity Task Force, created by American Library Association President-Elect Maurice (Mitch) J. Freedman, has three major goals.

1. To gather and analyze currently available resources and research regarding the status and salaries of librarians and other library workers.

2. To encourage new research and the development of resources, tools, and structures that will help librarians and library workers achieve pay equity and salaries comparable to their worth.

3. To emphasize a Campaign for America’s librarians as a key part of the @ your library and other public awareness/advocacy efforts.

As the late Father Timothy Healy said when he was President of The New York Public Library: “The most important asset of any library goes home at night—the library staff. Effective, well-trained and well-paid staff is essentials for effective library services. And in today’s environment, libraries and librarians are more important now than ever before. Nevertheless, the library profession faces a number of challenges in this area, not the least of which is its development as a profession largely composed of women. The so-called “women’s professions” in American Society have too often been victimized in terms of low status and salaries.

The objective for the Task Force is to make the library profession’s case loudly, clearly, and effectively to the general public and to decision makers.

- Librarians have advanced, specialized degrees and are experts in the area of managing and making available information in an increasingly complex technological world.

- Librarians are leaders. In adverse times, they are often in the “front lines” of their communities and campuses, defending our freedom of speech and equal access to information.

- Library salaries should commensurate with salaries of other professionals with equivalent educational credentials and levels of responsibility.

Mission:

The mission of the Task Force is to provide librarians and library workers with the information, resources and tools to enable them to advocate and negotiate, individually or collectively, for improved compensation and pay equity. As a function of this mission, the Task Force embraces ongoing efforts to educate the American public about the values of librarians in the 21st Century.
and the need to compensate librarians for their vital roles as information specialists and defenders/guardians of our First Amendment rights and free access to information and resources.

Activities:

1. Create a toolkit and advocacy training program for library workers on how to achieve better salaries and pay equity. Anticipated publication is the 2002 ALA Annual Conference. Included in the toolkit will be:
   - Research and data relevant to library workers salaries and compensation—including comparative historical and regional information;
   - Case studies showing where salary improvement and pay equity campaigns succeeded and failed—and why;
   - Scripts, sound bites, op ed pieces, letters to the editor and sample dialogs for advocating for better salaries in public, academic, school and special library settings.

2. Develop and promote programs and activities for the 2002 ALA Midwinter Meeting and the 2003 Annual Conference.

3. Develop a series of nationwide training programs to help library workers publicize the critical role they play in our democratic society, and to make the case for better salaries.

Resources:
Get information about member affiliations, contact information, and member organizations at http://www.mjfreedman.org/tfroster.html

Learn more on this topic and share your ideas at an “Assembly and Open Microphone on Low Pay in Libraries,” (This is how the Open Hearing is referred to in the press release) which has been scheduled for Saturday, January 19, 2002, from 2-3:30pm during the 2002 ALA Midwinter Meeting in New Orleans. For more information please go to: http://www.mjfreedman.org/pressrelease1.htm

Help the Task Force gain data, case studies and testimonials by using a feedback form created by President-Elect Freedman for the Task Force at http://www.mjfreedman.org/tffeedback.html
Appendix 2: Working Groups, Chairs & Members, as of April 10, 2002

Freedman Better Salaries Task Force

Working Groups and Subgroups

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, Mike Leber, Marie Seymour-Green, Shelley McCoy, Lainey Westbrooks, Rochelle Hartman, Barbara Shapiro, Shelley Sloboder
   Working Group Charge
   Roster
   Email Carol Brey at (BreyCX@ci.el-paso.tx.us)

2. Chapter/Affiliate Contacts/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), Connie Patsiner, Shelley McCoy, Marie Seymour-Green, Lainey Westbrooks, Barbara Shapiro, Shelley Sloboder
   Working Group Charge
   Roster
   Email Pat Smith at (pats@txla.org)

3. Grants-Kathleen de la Peña McCook, Coordinator
   Subgroup: Publications/Grants-Derrie Perez, Lainey Westbrooks, Shelley Sloboder
   Roster
   Email Kathleen de la Peña McCook at (kmccook@tampabay.rr.com)

4. Partnerships/Coalitions(non-union)/Outreach-Tom Wilding, Coordinator
   Subgroup: Partnerships/Coalitions(non-union)/Outreach-Joan Goddard, Mike Leber, Jan DeSirey, Lainey Westbrooks, Barbara Shapiro
   Roster
   Email Tom Wilding at (wilding@uta.edu)

5. Programs-Jenna Freedman, Coordinator
   Subgroup: Programs-Cathy Bremer, Yvonne Farley, Kathleen de la Peña McCook, Carolyn Tate
   Roster
   Email Jenna Freedman at (jfreedman@iona.edu)
6. **Publications**-Pat Schuman and Mitch Freedman, **Coordinators**
Subgroup: **Publications**- Rochelle Hartman

7. **Publicity**-Harriet Selverstone, **Coordinator**
Subgroup: **Publicity**-Gene Kinnaly, Carol Brey, Whitney Davidson-Turley, Marie Seymour-Green, Shelly McCoy, Lainey Westbrooks, Rochelle Hartman, Shirley Wetzel, Barbara Shapiro, Richard Murray, Shelley Sloboder

8. **Research**-Margaret Myers, **Coordinator**
Subgroup: **Research/Resources**-Tom Wilding, Charling (Sha) Fagan, Rosemary Mesh, Anita Schiller, Lainey Westbrooks, Marva DeLoach, Marceline Doranski, Janet Parsch, Sushila Shah, Nicollette Steffen, Carolyn Tate, Theresa Tobin, Carol Ritzen Kern

9. **Support Staff**-Gene Kinnaly, **Coordinator**
Subgroup: **Support Staff**-Diane Fay, Paulette Feld, Carolyn Tate, Myra Michele Brown, Lainey Westbrooks, Chris Gosuch, Kathleen Gaul, Dorothy Morgan, Cindy Mielke

10. **Unions**-Donna Mandel, **Coordinator**
Subgroup: **Unions**-Cathy Bremer, Jenna Freedman, Diane Fay, Ann Sparanese, Judy Burtis, Jan DeSirey, Joan Goddard, Jake Sherman, Edmond Fursa, Chris Gorsuch, Herbert Biblo, Ray Markey, Tony Sarmiento, Shelley Sloboder, Carol Ritzen Kern

Email: Harriet Selverstone at (Hselver@aol.com)

Email Margaret Myers at (mmyers@twcy.rr.com)

Email Gene Kinnaly at (gkin@loc.gov)

Email Donna Mandel at (dmandel@igc.org)
ALA Better Salaries/Pay Equity Task Force  
Research/Resources Working Group

Appendix 3: Working Bibliography²

(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 or send via the feedback form on the Better Salaries link at www.mjfreedman.org).

Library Related Resources

Salary Data/Surveys/Statistics

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/

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; information on www.biblio-tech.com)

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

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

² As of February 19, 2002.

*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)


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


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


**Case studies**


*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@hulib.lib.nj.us](mailto:cddillon@hulib.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.)


*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

Library Unions


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


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


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


Non-library Related Resources

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


*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](http://iwpr.org/research-employment.html)


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**


“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**


Rhode, Deborah L. “The Unfinished Agenda: Women and the Legal Profession.”
www.abanet.org/women

(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; www.HRPlaza.com/hr_links/salary.html; www.workindex.com (click Salary Wizard; also see Compensation—salary statistics); www.abbott-langer.com; see also Bureau of Labor Statistics listing under Government Publications section.

Unions/Collective Bargaining

Washington, D.C. 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

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

www.cupe.bc.ca/equity/lobbyist (Canadian efforts and legislation; includes pay equity myths and arguments against these)

www.bls.gov/news.release/union2.to4.htm

**Legislation**


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)


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

**Litigation**


**Individual Salary Negotiation**


“Negotiating Tips.” www.myjobsearch.com/cgi-bin/mjs.cgi/neotiating/tips.html (links to articles on refining negotiating skills).


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


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


For salary calculator to compare cost of living in various areas, see www.homefair.com/homefair/calc/salcalc.html See also 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 .

2-19-2002