

For Immediate Release
July 1994

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ALA supports Fair Pay Act

The American Library Association (ALA) is supporting the principles of the Fair Pay Act of 1994 proposed by Congresswoman Eleanor Holmes Norton (D-D.C.).

The bill, developed in cooperation with the National Committee on Pay Equity (NCPE), would amend the Fair Labor Standards Act of 1938 and prohibit wage-based discrimination due to sex, race or national origin. The ALA is a NCPE board member.

Michele Leber, NCPE treasurer and ALA representative to the organization, said workers in the predominately female profession of librarianship are documenting salary inequities and urging equal pay for equivalent jobs based on similar skills, effort, responsibilities and working conditions.

Leber said ALA policies support the concept of pay equity. She said in the state of Minnesota, where state legislation is designed to achieve pay equity for all government employees, salaries improved dramatically for all library jobs studied over five years of pay equity implementation. Before pay equity, library staff were earning 66 to 88 percent of the salaries for the male jobs rated equally. Salary increases with pay equity ranged from 32 to 39 percent.

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ALA supports Fair Pay Act -- add one

A joint hearing is planned for July 21 by the House Committee on Post Office and Civil Service Subcommittee on Compensation and Employee Benefits, chaired by Congresswoman Norton, and the House Committee on Education and Labor Subcommittee on Select Education and Civil Rights, chaired by Congressman Major R. Owens (D-N.Y.), an original cosponsor of the bill.

The 57,000 members of the ALA represent all types of libraries -- state, public, school, academic and special libraries -- serving persons in government, commerce, armed services, hospitals, prisons and other institutions. The association is the chief advocate for the people of the United States to achieve and maintain high-quality library and information services -- whether by protecting the right to read, educating librarians, improving library services or making information accessible to everyone.