In accordance with Policy 5.6, the Committee has reviewed all Council Actions taken in June 1992 for possible incorporation, additions to, or changes in the ALA Policy Manual.

**FOR ACTION**

Item #1  ALA Policy 10.1 American Libraries: Add new first sentence: "The ALA is the publisher of the magazine, American Libraries.

This is to accomplish the intent of 1992-93 CD#18.3, Attachment #4.

Item #2  ALA Policy 54.18 Advertising Salary Ranges: Change the first sentence to read: "Available salary ranges..."

Change first sentence of second paragraph to read: "All ALA and unit publications printing classified job advertisements shall list the salary ranges for open positions where available..."

This wording was approved when Council adopted 1992-93 CD#18.4, Attachment #2.

Item #3  ALA Policy 12 Organization Membership Dues: Change category designation from "Special Members" to "Corporate Members."

This change was approved when Council adopted 1992-93 CD#14.2.

Item #4  ALA Policy 7.1.1 Non-Discrimination in Conference Facilities. Change title to "Non-Discrimination in Conference Contracts."

Add new second paragraph: "The American Library Association will enter into conference-site contracts only with organizations and legal bodies in cities, counties, or states that do not by law discriminate against lesbian, gay, and bisexual people."

These two changes will implement Council's intent when it adopted CD#40 at the 1993 Midwinter Meeting. (This was not brought to Council at the 1993 Annual Conference because of an oversight.)
WHEREAS, American Libraries is a primary member benefit for all members, particularly those who do not participate in annual or midwinter meetings;

WHEREAS, the inclusion of advertisements for open positions through CAREER LEADS is an important contribution to professional advancement;

WHEREAS, ALA Policy 54.18 states, "All ALA and unit publications printing classified job advertisements shall list the salary ranges established for open positions . . . ."

WHEREAS, American Libraries' strict adherence to the implementation of ALA policy results in the absence of some of the highest level and most prestigious positions being advertised in American Libraries and so, not brought to the attention of ALA members;

WHEREAS, American Libraries' contribution to implementing ALA policy results in a loss of advertising revenue for American Libraries that is not recognized or compensated in any way;

WHEREAS, individual ALA members may choose, if they have full information, to implement ALA policy by refusing to apply for positions that do not give salary ranges and by so notifying the offending institutions;

THEREFORE, BE IT RESOLVED that ALA policy 54.18 be amended to read "All ALA and unit publications printing classified job advertisement shall list all available salary ranges established for open positions . . . ."

AND, THEREFORE, BE IT FURTHER RESOLVED that American Libraries treat the requirement for salary ranges in classified job advertisements for positions as a guideline rather than as a mandatory requirement;

AND, THEREFORE, BE IT FURTHER RESOLVED that for each classified job advertisement that American Libraries accepts that does not include a stated salary range, American Libraries will send the offending institution a statement of the rationale for ALA policy and invite a change in the institution's policy and practice.

Adopted by Council at the 1993 Annual Conference
POLICY ON ADVERTISING SALARY RANGES

WHEREAS, It is sound personnel policy to list salary ranges for positions in advertisements and in the administration of placement services;

WHEREAS, The United States Equal Employment Opportunity Commission recommends this policy in affirmative action plans;

WHEREAS, American Libraries voluntarily established this practice as an editorial policy in 1970;

WHEREAS, The failure to list salary ranges may well contribute to the continuation of lower salaries for women, minorities, entry-level librarians, and the profession as a whole;

THEREFORE, BE IT

RESOLVED, That the American Library Association establishes as policy and directs all ALA units to establish as policy, the practice of listing in all ALA publications the salary ranges established for open positions, and that salary ranges be given for positions listed in any placement services that ALA and its units may provide.

ADOPTED by the ALA COUNCIL
June 27, 1978
Transmitted by

Robert Wedgeworth
Secretary of the Council