

54.20

Based on 2010-2011 ALA CD#35, Clarification within Job Listings as to the Presence or Absence of Domestic Partner Benefits (Midwinter Meeting, 2011) submitted by ALA Councilors Peter Hepburn and Larry Romans, and adopted as amended by the ALA Council, the Policy Monitoring Committee (Annual Conference, 2011), recommended and the ALA Council adopted the following change to Policy 54.20 in the *ALA Policy Manual*:

Change Policy 54.20 from this text:

54.20 Comprehensive Health Care

ALA recognizes the importance of comprehensive health care for all Americans and its impact on libraries and their users. Adopted 2005.

To this text:

54.20. Comprehensive Health Care

ALA recognizes the importance of comprehensive health care for all Americans and its impact on libraries.

ALA encourages that that potential employers specify explicitly in their job announces in ALA publications or website whether or not they provide domestic partner benefits by means of appending one of the following two phrases; 'Domestic-partner benefits are not offered by this institution' or 'Domestic-partner benefits are offered by this institution.'

ALA urges other publishers and providers to encourage potential employers to specify explicitly in their job announcements whether or not they provide domestic partner benefits by means of appending one of the following two phrases: "Domestic-partner benefits are not offered by this institution" or "Domestic-partner benefits are offered by this institution". Adopted 2005, Amended 2011. (See "Policy Reference File": Clarification within Job Listings as to the Presence or Absence of Domestic Partner Benefits, 2010-2011 ALA CD#35)

**This resolution was ADOPTED by the ALA Council at its Council I meeting on Sunday,
January 9, 2011, in San Diego, CA**

Clarification Within Job Listings as to the Presence or Absence of Domestic Partner Benefits

Whereas the recruitment and retention of qualified librarians is of paramount importance to all libraries that publish job announcements;

Whereas individuals of any sexual orientation can enter into domestic partnerships, it is in the interest not only of individual applicants but also of the library profession as a whole for applicants to understand whether these benefits are available;

Whereas lesbian, gay, bisexual, and transgender (LGBT) individuals are an integral part of the library community;

Whereas the American Library Association supports equal employment opportunity for gay, lesbian, bisexual, and transgender librarians and library workers. (Policy 54.16);

Whereas discrimination against any minority group in the American Library Association is contrary to the Association's mission;

Whereas libraries will enhance their recruitment and retention by offering equal compensation packages; and

Whereas explicit clarity in job advertisements about the provision or non-provision of domestic partner benefits will avoid confusion, maximize efficiency in the application process for both applicants and employers; now, therefore, be it

Resolved, that the American Library Association (ALA):

- (1) encourages that potential employers specify explicitly in their job announcements in ALA publications or websites whether or not they provide domestic partner benefits by means of appending one of the following two phrases: "Domestic-partner benefits are not offered by this institution" or "Domestic-partner benefits are offered by this institution," and
- (2) urges other publishers and providers to encourage potential employers to specify explicitly in their job announcements whether or not they provide domestic partner benefits by means of appending one of the following two phrases: "Domestic-partner benefits are not offered by this institution" or "Domestic-partner benefits are offered by this institution."

Adopted by the Council of the American Library Association



Keith Michael Fiels
ALA Executive Director and Secretary of the ALA Council
Sunday,, January 9, 2011
In San Diego, California

~~54.10~~ **Comprehensive Health Care**
ALA recognizes the importance of comprehensive health care for all Americans and its impact on libraries and their users. Adopted 2005.
(See "Current Reference File": 2004-05 CD#39.)

54.20
2004-2005 ALA CD#39
2005 ALA Midwinter Meeting

This resolution was adopted as amended by the ALA Council on Tuesday, January 18, 2005.

Resolution on Health Care

- Whereas, Across the country, our communities face skyrocketing health care costs; and
- Whereas, The rapidly rising cost of benefits to libraries and other public services drives up local taxes and imperils the ability of localities to provide basic services; and
- Whereas, Millions of Americans lose health insurance every year, which has an enormous negative impact on members of the library profession and the communities we service; and
- Whereas, The high cost to employers of providing health care benefits inhibits the ability of libraries to create career opportunities for librarians and library workers, thereby threatening the future of our profession and our libraries; and
- Whereas, State and local governments have disproportionately borne the cost of care for our nation's uninsured and vulnerable populations; and
- Whereas, The efforts of state and local governments to provide adequate health care are rendered ineffective by national conditions; and
- Whereas, The large numbers of the uninsured creates a health risk for residents; and
- Whereas, The American Library Association and several of its chapters have unsuccessfully sought ways to help association members afford basic health care; and
- Whereas, The current health care system urgently requires comprehensive reform; now, therefore, be it
- Resolved, That ALA recognizes the importance of comprehensive health care for all Americans and its impact on libraries and their users; and be it further
- Resolved, That ALA joins The Universal Health Care Action Network.

Adopted by the Council of the American Library Association
Tuesday, January 18, 2005
In Boston, Massachusetts

Keith Michael Fiels
Secretary of the ALA Council