

RESOLUTION ON THE FEDERAL EMPLOYEE ANTI-SEX-DISCRIMINATION
IN COMPENSATION ACT OF 1985

- WHEREAS, It is the stated policy of the ALA to "fully support the concept of comparable wages for comparable work, and support all legal and legislative efforts to achieve commensurate wages for library workers..."; and
- WHEREAS, An ALA Commission on Pay Equity was appointed by then President-elect E. J. Josey to address the issue of wage discrimination in salaries paid to female-dominated occupations and professions, such as librarianship; and
- WHEREAS, The wage gap between male-dominated and female-dominated occupations which persists in our society is also evident in the federal government where federally employed women earn only 63 cents for every dollar earned by federally employed men; and
- WHEREAS, The federal classification and compensation system was established in 1923 at a time when discrimination based on sex was legal; and
- WHEREAS, Both Title VII of the Civil Rights Act of 1964 and Section 6(d) of the Fair Standards Act of 1938 now prohibit sex discrimination, yet the federal system has never been studied to determine if discrimination based on sex still remains in the system; and
- WHEREAS, Senate bill S. 519, the Federal Employee Anti-Sex-Discrimination in Compensation Act of 1985, would authorize an independent study of the Federal Classification and Compensation System; NOW, THEREFORE, BE IT
- RESOLVED, That the American Library Association communicate to Members of the U. S. Senate its support for Senate bill, S. 519.

Adopted by the
Council of the American Library Association
July 2, 1986, in New York, N. Y.
(Council Document #51.4)