DYNIX – ALA-APA AWARD

The first annual Dynix-ALA-APA Award for Outstanding Achievement in Promoting Salaries and Status for Library Workers was presented on Sunday, June 26, 2005 during the ALA-APA Networking Breakfast. This year the award was shared by two deserving individuals:

Dorothy Morgan from the Liverpool Public Library in New York and former ALA President Mitch Freedman were chosen from a large group of outstanding nominees for their work in the area of salaries and status of library workers.

VIDEO GUIDE CONTEST

The contest to write a guide to accompany “Working @ Your Library: For Love or Money” was won by Susan Knoche and Martha Whaley from the ETSU Quillen College of Medicine Library. The contest selection committee will be working to get the finished product ready for distribution.

SALARIES AND RECRUITMENT WEBCAST

The ALA-APA played an active role in the planning and presentation of the Webcast which took place on the second annual National Library Workers Day, Tuesday, April during National Library Week. This program was part of President Carol Brey-Casiano’s presidential initiative and highlighted the issues of salaries and recruitment of library workers.

DEPARTMENT FOR PROFESSIONAL EMPLOYEES AFL-CIO

The ALA-APA has established a strong working relationship with the Department for Professional Employees AFL-CIO (DPE). The DPE has assisted the APA by securing speakers for this year’s programs. Speakers include: Pamela Wilson, Assistant to the President, DPE; Saul Schniderman, President of the Library of Congress Professional Guild, AFSCME Local 2910; Ellen Reich, Research and Collective Bargaining Services, AFSCME International Union and Lydia A. Morrow Ruetten, Governors State University, University Library, Illinois Federation of Teachers AFT.
The DPE has also just completed a paper entitled *Fact Sheet 2005 Library Workers: Facts & Figures*. The new fact sheet contains information which will prove valuable to library workers looking to achieve pay equity. (See Attachment 1)

### ALA-APA SUBCOMMITTEES

The ALA-APA currently has 15 subcommittees or working groups, 8 of these groups have charters and at this time seem to be functioning. One of the subcommittees seems to have completed the work defined under the charter and the APA Standing Committee will be asked to vote to dissolve that committee during the committee’s meeting on Monday, June 27, 2005. The committee will also be asked to look at the 7 other committees to determine if they are functioning and if they should continue to exist.

**Academic:**

Charge
- Assist in defining, articulating and otherwise supporting ALA-APA to ensure library workers in academic institutions receive fair and equitable compensation and benefits, so these workers can in turn service their user communities without the ongoing concern of fair payment as knowledge workers.

**Advocacy Video and Media Relations:**

Charge
- To create a video – *For Love Or Money* – that will advocate for better salaries, pay equity and comparable worth compensation.

**Legislation and Advocacy:**

Charge
- To monitor the national legislative arena for issues related to library workers and to conduct training in advocacy on salaries and related areas for library workers.

**Pay Equity:**

Charge
- Define clearly the term “pay equity” as it applies to wages and explain the need to implement pay equity for library workers. Provide information about the history of discrimination in library workers’ wages and the history of ALA’s commitment to the concept of pay equity, as well as
ALA’s and ALA-APA’s relationship to the National Committee on Pay Equity (NCPE).

- Disseminate this information to other working groups and the ALA Committee on Pay Equity and use it for articles for library and other publications.
- Work with the ALA-APA Standing Committee and the ALA Committee on Pay Equity on pay equity projects, including programming, as appropriate.
- Maintain a link to NCPE and its primary activities of organizing Equal Pay Day, an annual event to highlight the gap between the wages of men and those of women and people of color, and supporting legislation to implement pay equity on the state and federal levels.
- Provide information about pay equity and activities of NCPE to other working groups and to the ALA Committee on Pay Equity. Communicate on a regular basis with other working groups, the ALA Committee on Pay Equity, and NCPE.

Research and Resources:

Charge

- Identify and encourage research needed for salary and status improvement efforts within and outside of ALA-APA
- Provide results of such research and collected information for publications of and other uses by the Committee, working groups, and others
- Identify, review, organize and disseminate other salaries- and status-related information resources (from library and non-library sources) in a database/bibliography
- This group will coordinate, as appropriate, with the Statistics Working Group, other ALA-APA SSLW Working Groups, and entities outside of ALA-APA, keeping the lines of communication open and avoiding duplication of effort.

Statistics:

Charge

1. Identify, compile, and list existing sources of quantitative, statistical data pertinent to library worker salaries, compensation, and benefits which may be found in or referenced from ALA sources; ALA-APA sources; externally published reports, journals, documents; internet sources of information, such as the National Center for Educational Statistics, FSCS databases, and state and local compilations of statistical data; and ongoing research efforts such as dissertations and funded research.
2. Encourage other to use existing sources of statistical data by outlining specific research projects possible with extant data and by disseminating such potential research agendas in APA and other publications.
3. Coordinate with the Research and Resources Working Group and other ALA-APA SSLW Working Groups and entities outside of ALA-APA, keeping lines of communication open and avoiding duplication of effort.

4. Coordinate within ALA and with external organizations and agencies on new and/or continuing efforts to collect library worker’s salary and related statistical data with special attention to encouraging statistical data collection appropriate to the goals of the ALA-APA Standing Committee on Salaries and Status of Library Workers from (but not limited to) such sources as the ALA Office for Research, union sources, and government sources like the National Center for Educational Statistics.

5. Compile and disseminate information on reports which use, or propose to use, statistical data on library workers.

6. Maintain a listing of current projects for which volunteers are needed by the working group members and recruit working group members and specific project participants.

Support Staff:

Charge

- To represent the interests and concerns of the library support staff community on status, pay equity and related matters; to interact with other working groups in order to promote our collective knowledge of and appreciation for the single largest library workforce who represents 2/3 of the staff and who are the lowest paid segment of library workers; and to use all means available to communicate with library support staff so that we may solicit comments and suggestions, disseminate information; develop tools and training, and provide mutual support and encouragement.

- To report back to the Standing Committee on Salaries and Status of Library Workers and to be a permanent part of the ALA/APA.

Union:

Charge

- To investigate the extent of the presence and role of unions among library workers.
- To report findings to the ALA-APA Standing Committee on the Salaries and Status of Library Workers
- To work towards the initiation of a relationship and dialogue among ALA, ALA/APA, and national unions representing library workers, in order to improve their salaries, working conditions and status.
- To encourage ongoing research and publishing on unionization in libraries.
• To develop union support and advocacy materials for the Better salaries Task Force Tool Kit.
• To be the permanent interest group within ALA/APA that would serve as a resource for both active and developing unions of library workers.

Bibliography:

The work to update the ALA-APA online bibliography has been started, links have been checked to insure that they work and a number of new additions have been added to the pay equity section.

A major portion of the new additions to the bibliography was done by the Department for Professional Employees. (See Attachment 2)

Tool Kit:

The work to update the Better Salaries and Pay Equity Tool Kit remains a priority for the Standing Committee.

Programming:

ALA-APA hopes to sponsor a number of programs for the Annual Conference in New Orleans in June 2006.

Among those being looked at are the following:

Understanding the Fair Labor Standards Act (FLSA)
Access to Health Insurance/Resources for Health Care
LIBRARY WORKERS: FACTS & FIGURES

The Numbers

- In 2004, there were 217,000 librarians, 119,000 library technicians, and 117,000 library assistants.\(^1\)
- In 2012, there will be 184,000 librarians, 139,000 library technicians, and 146,000 library assistants, according to Bureau of Labor Statistics’ projections.\(^2\)
- Between 2002 and 2012, the number of librarians is expected to increase by 10.1%, while library technicians increase by 16.8% and library assistants by 21.5%. Total employment in the U.S is expected to increase by 14.8% over this period.\(^3\)
- These projections for library workers are consistent with those for 2000–2010, when the number of librarians was expected to increase by 7%, while the number of technicians increased by 19.5% and the number of library assistants by 19.7%.\(^4\)
- This trend points to “deprofessionalization”: Work once performed only by librarians is now performed by support staff. In a recent American Library Association Support Staff Interests Round Table (ALA SSIRT) Survey of 212 library support staff, 73% stated that they are now performing tasks previously performed by Masters of Library Science (MLS) librarians at their library, or have the same or similar duties as MLS librarians at other institutions. The decrease in the number of projected librarians underscores this trend.

Employment

- Most librarians work in school and academic libraries but nearly one-third work in public libraries. The remainder work in special libraries or as information professionals for companies and other organizations.
- More than two out of 10 librarians work part-time. Public and college librarians often work weekends and evenings, as well as some holidays. School librarians usually have the same workday and vacation schedules as classroom teachers. Special librarians usually work normal business hours, but in fast-paced industries such as advertising or legal services, often work longer hours when needed. This applies also to library technicians.\(^5\)
• More than half of all library assistants are employed by local government in public libraries; most of the remaining employees work in school libraries. Nearly half of all library assistants work part-time.\textsuperscript{vi}

**Women’s Work**

Library workers have been, and will continue to be, mostly female.

• Most students of library science are women. Women comprise 80.2\% of ALA-accredited Master’s of Library Science enrollment. Gender distribution is more equal for the Master’s of Information Science degree, where men account for 51.8\% of all students.\textsuperscript{vii}

• In 2004, women accounted for 83.2\% of all librarians, 83.2\% of all library assistants, and the vast majority of library technicians.\textsuperscript{viii}

• An Association of Research Libraries (ARL) survey found 64.3\% of research librarians are female; 35.7\% male. While female research librarians now outnumber male librarians among directors (53\%), men still predominate as the head of computer systems departments (65.6\%).\textsuperscript{ix}

• In academic libraries, 68\% of all librarians are women. In public libraries, 79\% are women, and in school libraries, 92\% are women.\textsuperscript{x}

• While men accounted for only 15.6\% of librarians in 2003, they accounted for 47\% of library directors in academic settings and 35\% in public libraries.\textsuperscript{xi}

**Diversity Among Library Workers**

• In 2004, 14.7\% of all librarians were minorities: 5.6\% were black or African American, 4.6\% were Hispanic or Latino, and 4.5\% were Asian.\textsuperscript{xii}

• Minorities accounted for 20.9\% of all library assistants in 2004: 6.8\% were black or African American, 5.0\% were Asian, and 9.1\% were Hispanic or Latino. While the Bureau of Labor Statistics does not have these percentages for library technicians, it is safe to assume that they are mostly white.\textsuperscript{xiii}

• In public libraries, 6.3\% of the staff is black or African American, 3.0\% is Hispanic or Latino, 3.9\% Asian/Pacific Islander, 0.25\% American Indian/Alaskan Native, and 86.6\% white, according to an American Library Association survey.
In ARL libraries, 12.8% of the professional staff is composed of minorities. Asian/Pacific Islanders account for 5.8% of the professional staff, blacks or African Americans for 4.3%, Latinos or Hispanics for 2.5%, and American Indian/Alaskan natives for 0.3%. The number of minorities in managerial or administrative positions in the largest U.S. academic libraries is far lower: 8% are directors, 7% are associate or assistant directors, and 10% are branch librarians. The percentage of minorities varies significantly between geographical regions. Minorities make up 20.3% of professional employees in ARL libraries in the South Atlantic Region, while composing 3.1% of professionals in the East South Central ARL libraries.xiv

An Aging Workforce

- Fifty-eight percent of librarians in the U.S. are projected to reach the retirement age of 65 between 2005 and 2019.xv
- Forty percent of library directors plan to retire in less than nine years.xvi

“Women’s Work”, Women’s Pay

- Pay inequity remains a persistent and pervasive problem in our society. In 2003, women earned 76% as much as men. For women of color, the gap was wider: African American women earned 66% and Latina women 55% of men’s earnings. While Asian women do better, they still made only 80% of men’s earnings.xvii
- In 2004, the median annual income of a woman with a bachelor’s degree who was aged 25 and older and who worked full-time was 24% (or $13,104) less than that of a similarly qualified man, according to Census Bureau data. A woman with an advanced degree—master’s, professional, or doctoral degree—earned 28% (or $20,176) less than a similarly qualified man.xviii
- Workers in predominantly female occupations earn less than others with similar qualifications, experience and responsibility who work in fields that are predominantly male. This is certainly the case for library workers:
  - In 2001, new MLS graduates from ALA-accredited programs earned an average annual salary of $36,818; their median salary was $35,000. The average starting salary for a systems analyst or database administrator with a master’s degree in computer science was $61,000. These are professions that are more than 82% male.xix
- The median hourly wage for librarians in 2003 was $21.50 (an annual wage of $44,720 for those working full-time); the median hourly wage for similarly qualified computer systems analysts was $31.28 (an annual wage of $65,062), that of electrical engineers was $34.05 ($70,824 a year), that of computer and information systems research scientists was $39.81 ($82,804 a year), and actuaries earned $36.19 ($75,275 a year). These (mostly male) professionals have education and responsibilities comparable to those of librarians.xxi
• The median hourly wage of library technicians was $11.95 (an annual wage of $24,865 for those working full-time); the median hourly wage for civil engineering technicians was $18.38, while that of respiratory technicians was $17.29. Paralegals earned $18.48 an hour.xxii

• In a 1999 ALA survey of library support staff, 56% of respondents had a bachelor’s or higher degree. The mean hourly wage was $11.28.

• Library assistants had a median hourly salary of $9.61 (amounting to $19,988 annually for full-time work) in 2003, while loan interviewers and clerks earned $13.70 ($28,496).xxiii

The Wage Gap
In addition to library workers being poorly paid because they are predominantly female, those library workers who are women may well be paid less than those who are men.

• In a 2003 survey of academic librarians, even when years of experience in a particular job category are accounted for, men still outpace women in salary by almost 6%: $56,199 for women and $59,417 for men. The average years of experience for women: 17.0; for men: 16.8. This pattern is repeated for minority librarians. The average salary of minority men is higher than that for minority women in seven of the 10 cohorts.xxiv

• The average salary for male directors in ARL libraries was higher than that of their female counterparts. The overall salary for women research librarians was 94.4% that of men in 2003, compared to 94.1% in 2002.xxv

• In 2004, male librarians had median weekly earnings of $854 while the median weekly earnings for women were $823.xxvi

Regional Variance in Salaries
• The median hourly wage for librarians was $20.72 in 2002. However, librarians in the West North Central Region earned an hourly median of $17.65, while librarians in the Pacific Region earned an hourly median of $24.84. This amounted to an annual difference of nearly $15,000. Librarians in the Mid-Atlantic, New England, and South Atlantic Regions earned median hourly wages of between $21.58 and $22.23.xxvii

• While the median hourly wage for library technicians was $11.58 in 2002, library technicians in the East South Central Region earned a median hourly wage of $9.05, and their counterparts in the Pacific Region earned $15.41.xxviii

• Library assistants in the Mid-Atlantic Region earned a median hourly wage of $6.56, while those in the Pacific Region earned nearly double this wage.xxix

• The East South Central and West South Central Regions have salaries below the national median for library workers. These regions also have union membership rates
below the national average. The Pacific Region, which has a union membership rate above the national average, also consistently had the highest median salaries for library workers.

Benefits

- Nearly 12% of public libraries do not offer a pension and 17.4% do not offer retirement savings. Among academic libraries, 23.3% do not offer a pension and 20% do not offer retirement savings.
- Almost 40% of public libraries do not offer vision insurance and 16% do not offer dental insurance. Among academic libraries, 42.9% do not offer vision insurance and 17.9% do not offer dental insurance.
- Almost 34% of public libraries do not offer disability insurance and almost 17% do not offer prescription coverage; in academic libraries, 19.7% do not offer disability insurance and 23.1% do not offer prescription coverage.

Unionization

- In 2004, 26% of librarians were union members; 30% were represented by unions. Seventeen percent of library technicians were union members—more than twice as many as in 2003—and 17% were represented by unions.
- Union librarians earned an average of 39% more than non-union librarians in 2004.
- Union library assistants earned an average of 38% more than non-union in 2004.
- Through the NY Public Library Guild, Local 1930, American Federation of State, County and Municipal Employees (AFSCME) library workers won an eight percent pay increase in April 2001, in addition to the two four percent raises negotiated for citywide employees, after a three year campaign and negotiating with city officials.
- Orange County, Florida Library System organized and affiliated with the Service Employees International Union (SEIU). Management spent $100,000 to defeat the union. Workers got the first pay raise in nine years as a result of bargaining, as well as an extra floating holiday and a grievance procedure that mandates binding arbitration.
- According to ALA, 65.7% of libraries surveyed reported that no one in their library was covered by a collective bargaining agreement, and that all professional staff were covered in only 16.4% of libraries surveyed. All support staff were covered in 20.3% of the libraries surveyed.
Union librarians earned an average of 39% more than non-union in 2004; union library assistants earned an average of 38% more than non-union.


1Ibid.
1Ibid.
1Ibid.
1Ibid.
1Advocating for Better Salaries and Pay Equity Toolkit, op. cit.
1Ibid.
1Ibid.
For further information on professional workers, check out DPE’s Web site:

The Department for Professional Employees, AFL-CIO (DPE) comprises 25 AFL-CIO unions representing four million people working in professional, technical and administrative support occupations. DPE-affiliated unions represent: teachers, college professors and school administrators; library workers; nurses, doctors and other health care professionals; engineers, scientists and IT workers; journalists and writers, broadcast technicians and communications specialists; performing and visual artists; professional athletes; professional firefighters; psychologists, social workers and many others. DPE was chartered by the AFL-CIO in 1977 in recognition of the rapidly-growing professional and technical occupations.

www.dpeaflcio.org.

Source: DPE Research Department
1025 Vermont Avenue, N.W., Suite 1030, Washington, D.C. 20005

Contact: Pamela Wilson; 202/638-6684; pwilson@dpeaflcio.org
Attachment 2

Updated Bibliography: Professional Women’s Pay Equity

Professions:

Various

American Federation of State, County, and Municipal Employees (AFSCME) Women’s Rights Department. “Short Changed: An Analysis of Gender and Race Segregation and Pay Inequities in the University of Maryland System”. March 2001 (Finds gender-based pay inequities in a variety of job classifications at the University of Maryland)

American Salaries and Wages Survey, 7th ed. (Gale, 2003). Compilation of many occupations and corresponding salaries obtained from government and trade association data.

Medical & Life Sciences


http://www.nursing2004.com/pt/re/nursing/abstract.00152193-200410000-00037.htm;jsessionid=CgJH76wkuelgSQuMAVNnyUbCiF6aO1ECgQQBQ3TJuLpp9gyv3DZu!178962590!-949856031!9001!-1

American Nurses Association and United American Nurses, AFL-CIO. See website www.nursingworld.org for information on the workplace advocacy program and work by the United American Nurses union.
http://www.sciencemag.org/cgi/reprint/304/5678/1830.pdf (Results of the 2004 update of 2001 AAAS Salary Survey, which finds continued salary gap for women scientists)

**Law**


**Social Work**

Koeske, G. and W. Krowinski, “Gender-Based Salary Inequity in Social Work: Mediators of Gender’s Effect on Salary”, Social Work Vol. 49 Iss. 2 p. 309, April 2004 (Finds that career-trajectory differences aren’t enough to explain pay inequities for women, who moreover are overrepresented in the field)

**Education**


Pierce, Kate. “The Salary Equity Factor”. In Rush, R. R., C.E. Oukrop, and P. Creedon (Editors), Seeking Equity For Women In Journalism and Mass Communication Education: A 30-year Update (pp. 149-160). Mahwah, NJ: Lawrence Erlbaum Associates (Chapter provides an overview of pay inequity, focusing on female professors)

Union/Collective Bargaining:
AFL-CIO. Various fact sheets and links on equal pay.
http://www.aflcio.org/issuespolitics/women/equalpay/index.cfm

“Median Weekly Earnings of Full Time Wage and Salary Workers by Union Affiliation, Occupation and Industry”. Table 43, 2004 figures (DOL/BLS)
http://www.bls.gov/cps/cpsaat43.pdf


General:


2Ibid.
3Ibid.
6Ibid.
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