



Pay Equity Resource Center Clearinghouse Catalog

a project of the
Center for Labor Education and Research
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About the Pay Equity Resource Center

The Pay Equity Resource Center, a project of the Center for Labor Education and Research, supports and generates education and workplace activities on the issue of pay equity. PERC activities include bulletins on pay equity issues, a speaker's bureau, workshops, and training and technical assistance for unions and others. For more information, contact PERC.

Our address is: **Pay Equity Resource Center, Center for Labor Education and Research, Institute of Industrial Relations, 2521 Channing Way, University of California, Berkeley, California 94720**

Our telephone number is: **(415) 643-7058**. Since our office hours are irregular, you may reach our answering machine if you try to reach us by phone. We will be happy to assist you by phone, but we regret that we cannot return long distance calls.

About the Clearinghouse

We have established a CLEARINGHOUSE of information and would like it to be as complete as possible. If you would like something to be listed and/or available through the PERC CLEARINGHOUSE, please send it in and let us know. We collect all articles concerning pay equity and related topics, job evaluation studies and reports, case studies, legal pleadings, books, thesis papers, clippings, etc. We will keep the materials on file and make them available to others. Call our office and we'll set up a time for you to look through our materials.

Ordering

All items in sections one through five of this catalog can be ordered through PERC. The cost is ten cents per page plus postage and handling. Use the order form on the last page. Section six lists items on pay equity which are available from other organizations, beginning on page 16. We have tried to provide accurate ordering information for these items but we suggest that you write to these organizations before ordering to make sure that the address and price listed is still current.

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1. General information on pay equity

G1 Preliminary Memorandum on Pay Equity: Achieving Equal Pay for Work of Comparable Value, Nancy Perlman, Director of Center for Women in Government, SUNYA, and Bruce J. Ennis, ACLU, April 1980. Comprehensive pamphlet on issue, including information generally, as well as on litigation, research, legislation, and contact list. 66 pp.

G2 Resolutions from different organizations on issue of comparable worth, including CLUW, American Library Association, AFL-CIO, AFSCME, National Lawyers Guild, UE, Industrial Union Department, YWCA. 14 pp.

G3 Equal Pay for Work of Equal Value: Report of the Task Force, Canadian Human Rights Commission, March 1978. Interesting description of Canada's employment law, including description of comparable worth language. 40 pp.

G4 A Business Group Fights Comparable Worth, *Business Week*, Nov. 10, 1980. Revealing information on management group, Equal Employment Advisory Council. 2 pp.

G5 Speech on Comparable Worth, from Comparable Worth Project, given to a meeting of the California Public Employer Labor Relation Association in November 1980. Good overview of issue from perspective of comparable worth advocate talking to management. 10 pp.

G6 Comparable Worth: An Issue in Women's Poverty, by Virginia Dean. Paper prepared for the Legal Services Corporation. Discusses how pay equity is relevant to the problem of poverty and focuses on litigation strategies to achieve pay equity. 58 pp.

G7 Comparable Worth: Pros and Cons on a Controversial Issue, from *California Public Employee Relations*, March 1981 issue. Includes articles by Comparable Worth Project; response by County Administrator of Marin; speech by California Labor Federation head, John Henning; and a position paper by International Personnel Management Association. Good overview of both sides. 10 pp.

G8 Excerpts from Final Report on EEOC, prepared by Transition Team of Reagan Administration. Criticizes EEOC guidelines;

calls for proof of intent to discriminate in any employment discrimination suit. 5 pp.

G9 Report of the Commission to the Council on the application of AT 12, Feb. 1978, on the principle of equal pay for men and women. Information concerning European equal pay issues. Includes Article 119 of the EEC Treaty and Council Directive 75/117/EEC, by the Commission of the European Communities. 150 pp.

G10 Los Angeles School District: Options Analysis: Motion to Study Equal Pay for Jobs of Comparable Worth, prepared for the L.A. City Board of Education by Phyllis W. Cheng, Commission for Sex Equity, October 1981, and additional documents concerning Proposed Resolution to School Board, including minutes of the meeting and news stories. 59 pp.

G11 Packet of four news clippings about testimony in support of the comparable worth motion before the Los Angeles School Board, June 28, 1982. Testimony by (1) Donald J. Treiman, UCLA Professor of Sociology, author of interim National Academy of Sciences (NAS) report on job evaluation and co-author of final NAS report, *Women, Work and Wages*; (2) Joanne Parker, Education Co-Chair, L.A. Chapter N.O.W.; (3) Barbara Stein, National Education Association, Teachers Rights Division, Washington, D.C.; and (4) Judy Solkovitz, President, United Teachers-Los Angeles. Includes Treiman's rebuttal of School Superintendent's statement that the NAS study concludes that "current research tools are not up to the task of [comparable worth job evaluation]." 15 pp.

G12 An Economic Analysis of Comparable Worth, by Elaine Sorenson. Good overview of issue, as well as valuable section on existing economic theories of discrimination and their relevance to the comparable worth issue. 18 pp.

G13 Panel Presentation for Federally Employed Women, by Julia A. Bennison, Manager of Classification and Compensation Branch for the Office of Personnel Management. Presents federal government position on issue. 10 pp.

G14 Women's Economic Agenda: A Call to Action by and for California Women, by the Women's Economic Agenda Project (WEAP), 1984. Written with input of women at regional meetings across California. This agenda identifies economic inequities in women's lives and

suggests solutions. The document covers women in the workforce, at home, in families and in society. Workforce chapter covers job segregation, training, comparable worth and employment policy recommendations. Entire agenda, 57 pp. Workforce chapter only, 15 pp.

G15 Summary, Sex-Segregated Career Ladders in New York State Government Employment: A Structural Analysis of Inequality in Employment, by the Center for Women in Government, October 1979. A close examination of "the relationship between sex-segregation on career ladders and opportunities and requirements for advancement." 18 pp.

G16 Wage Discrimination Caused by Job Segregation: An Overview of an Emerging Area Within the Equal Employment Opportunity Field, Mexican American Legal Defense and Education Fund, May, 1981. Focus of paper is on discrimination against men and women on the basis of race and national origin, includes sections on labor market background and development of wage discrimination theory, as well as some recent cases, recommendations and resources. 41 pp.

G17 The Comparable Worth Controversy, by Helen Remick, Ph.D. Office of Affirmative Action, University of Washington, in *IPMA Public Personnel Journal*, Vol. 10, No. 4, December 1981. 29 pp.

G18 Work Force Policy Perspectives: Registered Nurses, by Lois Friss, R.N., Ph.D., Assistant Prof., School of Public Administration, Univ. of Southern California, Los Angeles, in *Journal of Health Politics, Policy and Law*, Vol. 5, No. 4, Winter 1981. 12 pp.

G19 Packet of materials distributed at Leadership Strategies meeting of the National Committee on Pay Equity, December 5, 1981. Includes: program; article, "The Union Role in Affirmative Action;" descriptions of activities by AFSCME, Helen Remick, Labor Notes, N.O.W., ANA, Women's Legal Defense Fund, United Teachers-Los Angeles; AFL-CIO comparable worth resolution; NCPE history and purpose, and membership form; and WEAL Fact Sheet. 41 pp.

G20 Poll to Constituents, California Speaker of the House, Willie Brown, Jr.; includes questions and tally of responses. 2 pp.

G21 Pay Equity Issues, prepared by the SEIU for the Southern California Comparable Worth Coalition Conference, April, 1982. Excellent collection of assorted documents, including overview and job evaluation information, all reprinted from other publications. 76 pp.

G22 Comparable Worth for Fresno City Employees: Preliminary Findings. A report prepared by the Fresno City Employees Association as a part of a successful campaign to make comparable worth pay the "policy" of Fresno. The body of the report includes background information, data on wage-gap and segregation of occupations in Fresno's city workforce and the resolution which was adopted. Good charts. Supplementary materials, including earlier study by Fresno Commission on the Status of Women and endorsements from local grassroots organizations. 37 pp.

G23 Comparable Worth vs. Prevailing Rates: The Conflict Between Politics and Sound Administration, by Gerald M. Pauly, from *Western City*, January, 1982. Opposition arguments to the concept of comparable worth. 4 pp.

G24 Connecticut Packet of Information. Includes general information as well as a summary of Connecticut experience, including their legislation. 24 pp.

G25 ILR Report: Comparable Worth, Spring 1982, from New York State School of Industrial and Labor Relations. Collected articles from different points of view. 23 pp.

G26 Canadian Law. Assorted materials from the Canadian Human Rights Commission on that country's law concerning equal pay for work of equal value. (Some materials also available in French.) 130 pp.

G27 Controversy Swirls Over Comparable Worth Issue: EEO practitioners present differing views on this important issue, *Personnel Administrator*, April, 1982. From panel discussion by George Whaley, Patti Roberts, B.A. Nelson, and W.T. Drinks. 10 pp.

G28 The Nouveau Poor, by Barbara Ehrenreich and Karen Stallard, Special Report from *Ms. Magazine*, July/August, 1982. Excellent, readable article describing and documenting the increasing feminization of poverty. Translates statistics into real lives. 8 pp.

G29 Hay Associates Review of Comparable Worth: Issues and Alternatives, ed. by E. Robert Livernash. 4 pp.

G30 Comparable Worth in San Francisco: Overview, Issues and Options. Mella Mincberg, Spring 1982. Report to S.F. Commission on the Status of Women. Summarizes comparable worth events for city workers so far, including a comparison of 1978 and 1981 wage gap studies. Describes range of possible responses by the city and their legal, administrative, fiscal, political, job market, equity and social implications. Excellent model for looking at ways to address pay equity within and without existing prevailing wage and benchmark systems (which are required now by S.F. City Charter). Appendix contains relevant City Charter sections; S.F. resolution on pay equity; letters from the mayor, comparable worth committee and local law professor; and the 1978 and 1981 wage gap studies. 143 pp.

G31 Two Views on Equal Pay for Work of Comparable Worth: Is It a Federal Sector Issue? By Lynne Revo-Cohen of Federally Employed Women and Paul A. Katz of Office of Personnel Management. Also Comparable Worth by Paul Katz, some interesting information on the federal sector. 18 pp.

G32 Index to transcripts from the 1981 California Hearings on Comparable Worth. The nine volumes of testimony can be obtained from the California Commission on the Status of Women, 926 J Street, Room 1506, Sacramento, CA 95814. The entire set is \$100, third class mail; or \$120, first class. Individual volumes are \$10, third class; \$15, first class. The PERC Clearinghouse will not distribute the volumes. However, it will make available this index to the content of each volume to assist persons in deciding whether they want to purchase specific volumes. The index includes names and affiliations of persons testifying, as well as a list of written exhibits submitted. It is broken down by volume. The volumes are broken down by location of hearings (San Francisco, Los Angeles, Fresno, Sacramento, Eureka.) Index, 37 pp.

G33 Parity Pay Plan: A New Look, from California School Employees Association. This is CSEA's guide on how to look at, analyze, and organize for pay parity. Interestingly, CSEA has been involved in the issue since the late 1960's. 11 pp.

G34 Comparable Worth Analysis, by David J. Thomsen, from Compensation Institute. Sympathetic compensation analyst talks to business about the issue. 50 pp.

G35 State Women Workers' Comparable Worth Pay Issue: Is Paying Women's Work Less Than It's Worth Constitutional Under The Equal Rights Amendment? By Carroll Boone. 32 pp.

G36 Equal Pay for Comparable Work: Stimulus for Future Civil Service Reform, by Lois Friss, in *Review of Public Personnel Administration*, Vol. 2, No. 3, (Summer, 1982): 37-48. 12 pp.

G37 Proposal by Michigan Women in State Government to Michigan Employment Relations Board for Gradual Implementation of Comparable Worth for State Workers, beginning in Fiscal Year 1984 and including a 1% equity fund and movement away from prevailing wage surveys and toward nonbiased pay factors. 5 pp.

G38 Summary Report, Patterns of Pay in North Carolina State Government. Summary of study which found, not surprisingly, that white men make more money than women or minority workers when differences in amounts of education, aggregate service, age, and supervisory and occupational placement are controlled. Results of efforts to compare North Carolina state salaries with salaries suggested by Idaho and Washington point value rankings are not included in the summary "due to uncertainty of procedure." 4 pp.

G39 Five Years Later. A Review of the Recommendations in the 1977 Status of Women in Alaska Study. Several employment recommendations relate to comparable worth. 119 pp.

G40 Comparable Worth: The Equal Employment Issue of the 1980's, by Mary Helen Doherty and Ann Harriman, in *Review of Public Personnel Administration*, Vol. 1, No. 3, (Summer, 1982). Discusses relevant legislation, case law, comparable worth studies, and job evaluation methods. 11 pp.

G41 A Brief Overview of the Comparable Worth Issue, Seattle Office for Women's Rights. Includes a good discussion of arguments for and against comparable worth, data on comparable worth and minority women workers, as well as statistics and bibliography. 25 pp.

G42 Speech to Woodland, California City Council by Gail Olson, Account Clerk II, calling for comparable worth for city clericals. 3 pp.

G43 "But Why Does He Get Paid More?," in *Working Mother*, February, 1983, by Barbara R. Bergmann. Brief, well-written description of comparable worth issue. 2 pp.

G44 Consultative Document on Equal Pay for Work of Equal Value, September, 1982. Commission proposal for incorporating comparable worth into equal pay legislation. 14 pp.

G45 Testimony before the California Pay Equity Hearings, Los Angeles, February 1981, by Lois Friss focusing on registered nurses. (See also G18.) 25 pp.

G46 Feminization of Poverty, Briefing Paper from April 8, 1982, conference in San Francisco. Discussion of reasons why women stay in poverty. 8 pp.

G47 Comparable Worth: Every Women's Right. Report of New York State Assembly Task Force on Women's Issues. May W. Newburger, Chair. Includes list of comparable worth resources. 27 pp.

G48 Setting Wages According to Comparable Worth: An Explanation and Evaluation of Alternative Analyses, L. Llewelyn, 1984. Includes discussion of regression analysis and its applications to comparable worth. 60 pp. + 82 pp. of attachments.

G49 The Price of Equality, in *California Lawyer*, D. Ramey. Concise update of legal and political debate over comparable worth and Title VII's "collision course with free-market economics." 8 pp.

G50 Who's Working for Working Women: A Survey of State and Local Government Pay Equity Initiatives, Comparable Worth Project, National Committee on Pay Equity and National Women's Political Caucus, 1984. Comprehensive survey including tables and resources. 55 pp.

G51 Minority Workers Will Benefit from Comparable Worth Gains: Coalition is Needed, reprint from the *Comparable Worth Project Newsletter*, Winter, 1985. Comparable Worth Project responds to administration attempts to

divide women and minority workers over comparable worth. 3 pp.

G52 Where Do Compensation Specialists Stand on Comparable Worth?, by Thomas Mahoney, Benson Rosen, and Sara Rynes, *Compensation Review*, 4th Quarter, 1984. This is a study that reports on approaches to the comparable worth issue that are being taken by compensation specialists in 360 small, medium, and large companies. 14 pp.

G53 Comparable Worth Glossary of Terms. Definitions of terms commonly used when dealing with comparable worth. 3 pp.

G54 Comparable Worth: What is its Worth? A debate on comparable worth, published by *The Humanist* magazine, May/June 1986. A four way discussion on the merits of comparable worth, by Phyllis Schlafly, Michael Evan Gold, Jerry Boggs, and Gerald McEntee. 12 pp.

G55 Women Count - Count Women's Work. This is a petition issued to the U.N. from the International Wages for Housework campaign and International Black Women for Wages for Housework to recognize value of housework in the Gross National Product. 1 pp.

G56 The 59 Cent Swindle, by Patti Roberts, *Union Wage*, Jan.-Feb. 1981. Explanation of the disparity between men's and women's wages. Basically explains comparable worth and its legislation. 2 pp.

G57 It's Time for Fair Pay, *Berkeley Journal* (opinion). Covers the Reagan administration's dealings with comparable worth, as well as the University of California's. Specifically looks at U.C. Berkeley's non-academic staff salaries. 2 pgs.

G58 Comparable Pay Called Crazy, *San Francisco Chronicle* (Friday, Oct. 19, 1984). Report on White House economist William Niskanen's advice to women employees at a press meeting that the wage gap is caused by women taking time out to have babies. 1 pp.

G59 Black Working Women Debunking the Myths: A Multidisciplinary Approach. Summary of a conference which includes a discussion of novels about black women, the differences between black and white women, how black women affect politics in the U.S., occupational

and employment status of black women and the stresses of single black mothers. 211 pp.

G60 Report on Equal Value Seminar, July 1986. Published by the Labor Economy Policy Unit in London, England. Discusses pay equity in the United Kingdom including a section on the use of pay equity in collective bargaining. 20 pp.

G61 A Special Section on Comparable Worth, Monthly Labor Review, Dec. 1985. Includes these articles: Janet L. Norwood, "Perspectives on Comparable Worth: An Introduction to the Data;" Carolyn Shaw Bell, "Comparable Worth: How Do We Know It Will Work?;" Karen Shallcross Koziara, "Comparable Worth: Organizational Dilemmas"; Sandra E. Gleason, "Comparable Worth: Some Questions Still Unanswered." 18 pp.

2. Collective bargaining and pay equity

B1 Pay Equity: A Union Issue for the 1980's: American Federation Of State, County and Municipal Employees. Excellent pamphlet containing statistics on women in workforce, concept of comparable worth, practical methods of focusing on issue in your workplace, and good description of job evaluation. 21 pp.

B2 Raising Wages for "Women's Work": A Guide to Pay Equity and Upward Mobility for Clericals, published by the Clerical Council, October 1980. An excellent, practical guide put out by the Connecticut State Employees Association in their efforts to win higher wages. Includes an overview section, as well as a section on strategy, collective bargaining and negotiating. Even includes leaflets that this group used in their fight. 44 pp.

B3 Materials from Canadian Strike over Comparable Worth Issues. Includes leaflets, statements, and background concerning successful strike over equal pay for work of equal value. 25 pp.

B4 Comparable Worth: A Women's Issue, A Union Issue, by Ronnie Ratner, a response to

Gus Tyler's "Women Tied to Low Pay in Occupational Ghettos". Both articles. 20 pp.

B5 Bargaining for Equality: A Guide to Legal and Collective Bargaining Solutions for Workplace Problems that Particularly Affect Women. This small portion of an excellent book is a useful pamphlet for those interested in organizing and making their contracts work for them. This excerpt is 6 pp.

B6 The Union Role in Affirmative Action, by Winn Newman and Carole Wilson, reprinted from June 1981 *Labor Law Journal*. Describes affirmative action as extending to discrimination in initial assignment, for entry level unskilled jobs, including discussion of IUE litigation against Westinghouse Electric Corporation. 20 pp.

B7 CRONA, Committee for the Recognition of Nursing Achievements. Information concerning Bay Area salaries and CRONA's salary structure before and after contract negotiations. 21 pp.

B8 Background material on the San Jose situation, including AFSCME publicity material and description of origins of study. 75 pp.

B9 Sacramento City Unified School District Comparable Worth Agreement. The 1984-1987 agreement between Local 22, Service Employees International Union (SEIU) and the Sacramento City Unified School District. Includes amendments of Jan. 1985 and Oct. 1985. 4 pp.

B10 In the Matter of a Controversy Between Department Store Employees Union Local 1100 and Macy's California. Equal pay decision of an arbitrator awarding back pay and commissions to women working in high fashion department who were entitled to pay parity with male sales staff. 87 pp.

B11 Progress Report on Closing the Wage Gap in Contra Costa County, 1983-1987, prepared by Lee Finney of Service Employees International Union (SEIU) Local 535. Describes effects of pay equity adjustments obtained through bargaining without a comprehensive job evaluation. 29 pp.

B12 The Gentle But Determined Revolution, by the Colorado Springs City Clerical/Secretarial Association. Describes efforts since 1980 by 36 city clerical workers to obtain comparable worth pay adjustments through city's personnel appeal

process and the formation of an employee association. 6 pp.

B13 How the Rest Was Won. Remarks by John J. Sweeney, International President, Service Employees International Union (SEIU), on Women's Equality Day, August 26, 1982. Sweeney says pay equity will be the issue by which women workers will achieve economic equality and that the battle will be won at bargaining tables and on picket lines. 3 pp.

B14 On the Way to Equal Pay in San Jose. By Barbara Allenza. Allenza, San Jose city employee and a negotiating team member of AFSCME Local 101, updates the San Jose situation, 1-1/2 years after the comparable worth strike by city workers, and six months before the contract which settles the strike expires. 8 pp.

B15 Organizing the Sexual Division of Labor: Historical Perspectives on "Women's Work" and the American Labor Movement, by Ruth Milkman, in *Socialist Review*, Jan.-Feb. 1980. Milkman's article provides valuable information and observations about American Unions and the segregation of women workers. 30 pp.

B16 Excerpt, Bargaining for Equality, chapter on Wages by National Union of Provincial Government Employees (NUPCE). Describes Canadian law, includes contract language. 10 pp.

B17 The First Sisters: Women in the Early Years of ILWU Warehouse Union, Local 6, 1937-1949. Chronological notes from early union bulletins document the presence and activities of women in longshore. 20 pp.

B18 An Outline of Potential Problems Involving Public Sector Collective Bargaining and the Concept of Comparable Worth, prepared by William F. Kay and M. Carol Stevens for the American Bar Association, Section on Local Government Bargaining. Highlights probable issues that will arise when public employers and unions enter into bargaining wage adjustments based on comparable worth. 35 pp.

B19 Washington Federation of Employees, AFSCME. Miscellaneous documents concerning Washington State union's efforts to achieve comparable worth, including news articles, press statements, EEOC complaint description and cost analysis. 18 pp.

B20 A Report to the Community from the Members of Local 34, Federation of University Employees, AFL-CIO, September 1984. The union presents the issues involved in the Yale strike. 18 pp.

B21 Achieving Pay Equity: Collective Bargaining in the Public Sector, M. Adams, 1984. Discusses actions supplementing or replacing bargaining, interests of members, management response and proposals for implementation. 58 pp.

B22 Pay Equity: Issue At Crossroads. This interesting article discusses how employers are using worker's confusion about pay equity to divide and conquer. From *Service Employee*, SEIU's newspaper. 1 pp.

B23 State and Local Action: Los Angeles, National Committee on Pay Equity. A very short summary of an AFSCME pay equity settlement for city workers through collective bargaining. 1 pp.

B24 Contra Costa Starts On Comparable Worth. *San Francisco Examiner* (7-25-84). Describes Martinez supervisors' contract with Local 1 to increase women workers' wages, especially hospital attendants, court clerks and dental assistants. 1 pp.

B25 Brochure on SEIU Lawsuit against County of Los Angeles. Specific example of Los Angeles County's response to wage discrimination, job segregation and pay inequity. Includes examples for specific jobs and an L.A. county salary budget. 16 pp.

B26 California Comparable Worth Task Force Minority Report, Donald J. Treiman and Phyllis W. Cheng. Recommendations by two members of the California Comparable Worth Task Force. Differs from majority report by recommending multiple regression analysis as method of measuring the wage gap; that only discrimination in compensation by race or sex be mentioned in amendments to FEHA; that small employers be exempt from job evaluation requirements; and that some classifications may have to be downgraded to achieve pay equity. 26 pp., includes appendix explaining multiple regression analysis; 18 pp. without this appendix.

B27 Pay Equity and the San Jose Strike: An Interview with Patt Curia. By Russell G.

Fischer. An interview with Patt Curria, a key figure in the San Jose, California pay equity strike. Curria was a negotiator for the union and was involved in the city's job evaluation study. 7 pp.

B28 The City Can Afford a Realistic Wage Increase. By the Local 400 Civil Service Organization; handbills written by SEIU Local 400, San Francisco, supporting a wage increase to remedy pay inequities of women, 1983. 5 pp.

B29 Contra Costa Comparable Worth Agreement. The 1983-1985 and 1985-1987 agreements between Social Services Union Local 535, SEIU, AFL-CIO and Contra Costa County establishing: a) a comparable worth differential for female dominated classifications, and b) a comparable worth task force. 2 pp.

B30 City of Fremont/Local 790 Pay Equity Study. The City of Fremont agreed to "meet and confer with the union (Local 790 SEIU) to review the results of a study performed by the union, and to discuss implementation." Included is the study and City Manager's response. 20 pp.

B31 San Francisco City Employees Pay Equity Materials, 1987. See B31a thru B31m below.

B31a Proposition H. Language of Proposition H, the historic San Francisco Pay Equity Charter Admendment. 1 pp.

B31b San Francisco Pay Equity press releases. Newspaper articles and SEIU press releases regarding the 1987 City and County of San Francisco and SEIU pay equity agreement. 10 pp.

B31c San Francisco Pay Equity policy. Policy agreed to by labor and the city regarding implementation of Proposition H, the city's pay equity charter amendment. 12 pp.

B31d 1987 San Francisco Pay Equity Memorandum of Understanding between Mayor, Board of Supervisors and the Service Employees International Union AFL-CIO, Locals 250, 535 and 790 implementing pay equity. 2 pp.

B31e San Francisco Pay Equity memos. Memos regarding internal adjustments arising from the pay equity settlement. 9 pp.

B31f 1987 San Francisco City and County Pay Equity Salary Data. San Jose, Concord and

Sacramento Unified School District pay equity data for San Francisco benchmark classes. 65 pp.

B31g San Francisco Pay Equity Analysis by Salary Benchmark. Lists the percentage women, percentage minority and highest annual salary for each class. 115 pp.

B31h 1987 San Francisco Pay Equity Model "G". A model using salary range criteria developed using varying percentages of the pay "gap" for each benchmark depending on the salary recommended under the prevailing wage survey. This model was ultimately rejected by the parties. 32 pp.

B31i 1987 San Francisco Pay Equity Model "I". The model on which the San Francisco pay equity agreement is based. 21 pp.

B31j 1987 San Francisco Pay Equity cost tables. Tables comparing the cost of implementing pay equity at different levels. 20 pp.

B31k 1987 San Francisco Pay Equity Adjustments. [Listed by employee organization.] Report which lists the adjustments based on the Civil Service Commission pay equity survey. 11 pp.

B31l 1987 San Francisco Pay Equity Adjustments. [Listed by salary.] Report which lists the total possible adjustment based on the Civil Service Commission pay equity survey. 9 pp.

B31m 1987 San Francisco Pay Equity Adjustments. [Listed by percent.] Report which lists the total possible adjustment based on the Civil Service Commission pay equity survey. 9 pp.

3. The courts and pay equity

CASES

C1 AFSCME v. Chicago. Charge of discrimination against city employees on the basis of sex. 1 pp.

C2 AFSCME v. State of Washington, Complaint. Filed in the Western District of Washington, Tacoma, July 20, 1982, charging that State inaction in failing to take corrective measures following a pioneer comparable worth study of state workers in 1974 violates State and Federal fair employment practices laws, and State and Federal constitutional provisions, including the state equal rights amendment. 30 pp.

C3 AFSCME v. State of Washington, Judge Tanner's District Court. Opinion holding that the State illegally discriminated on the basis of sex when it failed to remedy sex-based inequities found by a State-commissioned job evaluation, and ordering back pay to employees in female dominated jobs. Overturned by appellate court. 25 pp.

C4 AFSCME v. State of Washington, 9th Circuit Court of Appeals. Decision holding that "since the State did not create the market disparity," the State did not violate Title VII's prohibition of sex-based wage discrimination. By holding that AFSCME had to prove intentional sex-based wage discrimination in order to win its case, the Court changed the course of pay equity litigation under Title VII dramatically. 8 pp.

C5 Anna Penk, et al. v. Oregon State Board of Higher Education. Trial brief of plaintiffs who are faculty members challenging university system discrimination. 123 pp.

C6 Briggs v. City of Madison. U.S. District Court decision ruling that nurses have a prima facie case but are not entitled to relief. 33 pp.

C7 CSEA, Chapter 305 vs. Alum Rock Union Elementary School District. Public Employee Relations Board Decision. CSEA protesting reclassification without union negotiation. 36 pp.

C8 California State Employees' Association v. State of California. Filed in Northern District of California 11/21/84.

C9 Casy v. Board of Directors of the Sacramento Municipal Utility District. Complaint for employment discrimination and equal pay violation under Title VII and Equal Pay Act. Federal suit filed in Eastern District of California on behalf of a clerical worker and comparable worth activist who was denied promotion, confined to a low-paying job, and

subject to wage discrimination. Plaintiff had been involved in effort to institute a comparable worth study in the district. 62 pp.

C10 Christensen v. Iowa. Unfavorable Eighth Circuit Court of Appeals decision. 5 pp.

C11 In the Matter of the City of Cannon Beach, Oregon. Opinion by Commissioner, Bureau of Labor and Industries, State of Oregon, holding that Cannon Beach violated the state Civil Rights Law by paying its Recorder/Treasurer less than other city department heads, when the Recorder/Treasurer department is and always has been headed by a woman and the other departments by men, and when the jobs require similar skills, effort, and responsibility. 18 pp.

C12 Connecticut State Employees' Association v. State of Connecticut. Federal civil rights suit to redress employment discrimination against women employees in state, filed under Title VII, Civil Rights Act, EP 11246. Filed as a class action. Pleadings include an Amended Complaint and miscellaneous briefs. 118 pp.

C13 Department of Fair Employment and Housing v. BankAmerica Corp. Agency complaint and Department's First Set of Interrogatories in charges by California FEP agency that Bank of America discriminates by underpaying bank tellers because the job is held predominantly by women and paying couriers, a job dominated by men, at a higher rate despite the "comparability of the two jobs." 12 pp.

C14 In the Matter of the Accusation of the Department of Fair Employment and Housing vs. County of Madera. Department's Opening Brief. Complaint involved jail workers who charged they were discriminated against on the basis of sex and whose work was undervalued. 190 pp.

C15 Department of Fair Employment and Housing v. Napa, City of Housing Authority. Helen Sebia, complainant. Precedent decision of California's Fair Employment & Housing Commission in favor of woman subject to discriminatory job classification and wages. Individual case with detailed analysis of factual background and evidence presented at administrative hearing. 30 pp.

C16 Gunther v. County of Washington. Favorable Ninth Circuit Court of Appeals decision. 9 pp.

C17 Gunther, Amicus Brief of the ACLU, et al. before the U.S. Supreme Court. 36 pp.

C18 Gunther, Amicus Brief of AFL-CIO, et al. before the U.S. Supreme Court. 25 pp.

C19 Gunther, Brief in Opposition by Gunther before the U.S. Supreme Court on Petition. 20 pp.

C20 County of Washington v. Gunther, June 1981, U.S. Supreme Court opinion. A five-to-four decision which held that Title VII of the 1964 Civil Rights Act, which prohibits employment discrimination on the basis of sex, is not limited to jobs that are equal, but may be applied to comparable jobs, unlike the Equal Pay Act of 1963. Though denying that this is a comparable worth case, the decision does open up the door to litigation in which women can show that they have been subject to intentional sex discrimination in terms of their wages. 46 pp.

C21 IUE v. Westinghouse. Favorable Third Circuit Court of Appeals decision. 17 pp.

C22 Kouba v. Allstate Insurance Co., Judge Karlton's decision in the U.S. District Court for the Eastern District of California. Interesting decision, relying on Gunther, which ruled that Allstate's policy of basing its monthly minimum payment to sales agents on past earnings violated Title VII. Employees had argued that the fact of historical wage discrimination against women operated to "freeze in" prior discrimination and was impermissible. The Court rejected the employer argument that past earnings were a legitimate factor. The Court said that "a resort to a so-called market rate where the market rate is itself a reflection of the historical discrimination against women will not be considered as a sufficient justification under the Equal Pay Act." 28 pp.

C23 Kouba v. Allstate Insurance, U.S. Court of Appeals for the Ninth Circuit. Brief of Plaintiff-Appellee Lola Kouba. 55 pp.

C24 Kouba v. Allstate Insurance, U.S. Court of Appeals for Ninth Circuit. Brief Amicus Curiae of the Women's Legal Defense Fund in support of Plaintiff. 46 pp.

C25 Kouba v. Allstate Insurance, U.S. Court of Appeals for the Ninth Circuit. Brief for the

National Association of Independent Insurers as Amicus Curiae in support of Allstate. 44 pp.

C26 Kouba v. Allstate Insurance, opinion of 9th Circuit Court of Appeals. Court returns case to district court for a trial on the merits, holding that "without acceptable business reasons" an employer cannot set salaries using methods that cause a wage differential between male and female employees. 10 pp.

C27 Lemons v. City & County of Denver. Unfavorable Tenth Circuit Court of appeals decision. 11 pp.

C28 Lemons v. City & County of Denver. Case of the Denver nurses. Petition for Writ of Certiorari and Petitioner Reply Brief. Analysis of facts and the law, including lower court decision. 64 pp.

C29 Stephens v. Montana. State agency finds violations of State Classification Act and State Fair Employment Practices Act by comparing grade and salary assigned to eligibility technician (a female-dominated position) and employment interviewer (male-dominated position). 8 pp.

C30 U.S. Dept. of Labor v. Kerr Glass. This post-hearing brief includes an excellent section on equal pay for comparable worth. Explains how this issue was presented at the hearing, especially through expert testimony. Comprehensive and very informative. 61 pp.

C31 U.S. Department of Labor v. Kerr Glass, Consent Decree. The first comparable worth complaint filed by any Federal agency was recently settled by washing out the wage discrimination claim and all related back pay and curtailing the possibility of future DOL action based on Kerr's job evaluation plan. The original complaint was that Kerr had used an evaluation scheme which maintained discriminatory wage rates. 50 pp.

LAW REVIEW ARTICLES

C32 Wage Discrimination and Comparable Worth: Issues and Remedies in the Aftermath of AFSCME vs. State of Washington. By Gary R.

Siniscalco and Cynthia L. Remmers; review of pay equity litigation, including discussion of proof problems in comparable worth cases. Also discusses legislative developments on pay equity. 112 pp.

C33 Beyond the Equal Pay Act: Expanding Wage Differential Projections Under Title VII, by Cynthia Gitt and Marjorie Gelb in *Loyola University Law Journal*, Vol. 8. Interesting article documenting history of the Equal Pay Act and the Bennett Amendment. 60 pp.

C34 Wage Discrimination, Job Segregation and Title VII of the Civil Rights Act of 1964, Ruth G. Blumrosen, *University of Michigan Journal of Law Reform*, Vol. 12, No. 3, Spring 1979. Argues that minorities and women who demonstrate that they have occupied traditionally segregated jobs have established a prima facie case that wage rates paid for those jobs are discriminatorily depressed, and the burden of showing that the wage rate is not influenced by discriminatory factors should be on employers. 106 pp.

C35 Wage Discrimination and "Comparable Worth" Theory in Perspective, by Bruce Nelson, Edward Opton Jr., Thomas Wilson. *University of Michigan Journal of Law Reform*, Winter 1980. This effort by three San Francisco lawyers. Replies to Blumrosen's article by putting quotes around the term comparable worth. 68 pp.

C36 Equal Pay, Comparable Work and Job Evaluation, *Yale Law Journal*, Vol. 90, 1981. 23 pp.

C37 Comparable Worth: A Post-Gunther Overview, by Laura N. Gasaway, *Georgetown Law Journal*, Vol. 69. 46 pp.

C38 Separate But Equal -- Job Segregation and Pay Equity in the Wake of Gunther, by Winn Newman and Jeanne M. Vonhof, reprinted from the *University of Illinois Law Review*, Vol. 1981, No. 2. Excellent article which both reviews legal status of pay equity issue and offers creative legal analysis. 64 pp.

C39 Title VII Based Discrimination Claims: Comparable Worth: Burdens of Proof and Considerations After Gunther, by Conrado A. Hinojosa, December 17, 1981. 47 pp.

C40 Sex Discrimination in Employment and Possible Liability Under Labor Unions: Implications of County of Washington v.

Gunther, by Barbara N. McLennan, *Labor Law Journal*, January 1982. 5 pp.

C41 Comparable Worth and the Equal Pay Act, by Edith Barnett, in *Wayne Law Review*, Vol. 28, Number 4. Discusses the interface of the Equal Pay Act and Title VII of the Civil Rights Act of 1964 in light of the Gunther decision's incorporation of EPA defenses into sex-based wage discrimination claims under Title VII. 23 pp.

OTHER MATERIALS ON LITIGATION STRATEGY

C42 A Challenge to Women's Pay Ruling, *New York Times*. Covers the Reagan administration decision to challenge federal judge Jack Tanner's decision involving Washington state employees who had been paid less on the basis of sex only. 1 pp.

C43 From the ACLU Women's Rights Project. Supreme Court Title VII Memo. Sum-up of Gunther case, as well as some thoughts on future litigation in this area. 12 pp.

C44 AFSCME's EEOC Charges in Wisconsin, press release, and statement by Winn Newman, counsel. Includes description of the findings of a Hay Study, legal theory, and some graphs. 10 pp.

C45 EEOC Interpretive Memorandum: County of Washington v. Gunther. Effective September 15, 1981, and extended for an additional 90 days on December 15, 1981, and again on March 15, 1982. 5 pp.

C46 Michigan State Employees' Association Charge with the EEOC, and some supplementary materials. 4 pp.

C47 How to File a Complaint Under the Equal Pay Act, ACLU Women's Rights Project. Excerpted from *Sue Your Boss: Rights and Remedies for Employment Discrimination*, by E. Richard Larson, 1981. 7 pp.

4. Job evaluations and pay equity

J1 Comparable Worth, A Summary of Information relevant to the salaries for female-dominated jobs, Report to the California Legislature and Exclusive Representatives of State Employees, prepared by Department of Personnel Administration, April 1982. Report issued to implement SB459, including statistics for state workers. It relies on other studies to find wage inequities; i.e. it uses piggy-back job evaluation. (See also second report, J37.) 101 pp.

J2 Pay Equity & Public Employment: Report of the Task Force on Pay Equity Council on the Economic Status of Women, about Minnesota situation. 39 pp.

J3 Rich Doctors, Poor Nurses, by David Osborne, from *Harper's*, September 1982. A lot of information about health professionals and the pay inequities facing nurses. 8 pp.

J4 Comparable Pay Study of the City and County of San Francisco. A Joint Project of Women Library Workers and the Commission on the Status of Women, February 1978. This worker-created study of all San Francisco county employees documents a significant pay disparity between male and female workforce, with an average of 21% in librarian series and 64% for clerk/typists. Complete with graphs and charts as well as a comprehensive explanation of their methodology, which is reliable and practical. 9 pp.

J5 Carlsbad Classification System: A position classification system for classified school employees based on job factor analysis. Developed by Larry D. Allman of Carlsbad, California 12 pp.

J6 Washington State Study, prepared by Willis Associates, September 1974. Early and best known comparable worth study. 30 pp.

J7 Beyond Equal Pay for Equal Work: Comparable Worth in the State of Washington, by Gisela Taber and Helen Remick. Useful description of how issue was raised and analysis of Washington State Study. 25 pp.

J8 Comparable Worth: Equal Pay for Equal Worth. More on Washington State. 15 pp.

J9 Strategies for Creating Sound Bias-Free Job Evaluation Plan, by Helen Remick. Very informative. 25 pp.

J10 Job Evaluation: An Analytic Review, Interim Report to the Equal Employment Opportunity Commission, by the National Academy of Science. 1979 study commissioned by EEOC. 197 pp.

J11 New Horizons in Job Weighting Systems, Speech by March Bates from Hay Associates to workshop on new developments in job analysis and job weighting in wage and salary administration. Explains the Hay system. 39 pp.

J12 Job Evaluation & Classification, Kenneth McAdams, from Hay Associates. Good description of Hay job evaluation system. 5 pp.

J13 San Jose Hay Job Evaluation Study of Non-Management Classes. 33 pp.

J14 San Jose Hay Study of Management Classes. This study gives the methodology for the first one. (See J13.) 103 pp.

J15 City of Seattle, Job Evaluation & Standards Development Project, Personnel Department, March 1981. New evaluation system developing a single classification review. 95 pp.

J16 Nebraska State Personnel Board Interim Report, Disparities in Salary Levels of Jobs of Comparable Worth, by Trombley, McNabb and Reilly, December 1978. Interim report from Nebraska providing some general information on factor-point analysis. 112 pp.

J17 A Comparable Worth Study of the UC Berkeley Non-Academic Positions: Preliminary Findings, written by members of AFSCME 1695, Center for the Study of Education and Advancement of Women, Comparable Worth Project, Staff Women for Affirmative Action and the University Y-House. Results of an employee study at the Berkeley Campus documenting the wage gap, wage discrimination, and job segregation, as well as comparable worth job disparities. 9 pp.

J18 Comparable Worth for San Francisco City Employees: Preliminary Findings, presented to the San Francisco Board of Supervisors, by the San Francisco Comparable Worth Coalition. Includes miscellaneous documents such as letters

from the Mayor, Civil Service Commission, Board Resolution, and news articles. 43 pp.

J19 San Lorenzo Unified School District: Project to Develop a Classification and Pay Plan, Draft and Final Report, 1980. In-depth analysis of job classifications and pay plans for the District's classified, confidential, and supervisory jobs. Contains the questionnaire circulated to the employees, and descriptions of factors in classifying positions. The final report includes changes which were made upon recommendations of employees. 98 pp.

J20 Manhattan Beach City School District: Special Compensation Study, California State Personnel Board, 1975. Study found that traditional methods for determining wages did not reflect comparative job difficulty levels. In the final observations the report states, "We do not suggest that it is reasonable or practical ... to abruptly and unilaterally depart from prevailing rate practices at the cost of ignoring many additional and equally compelling salary setting circumstances. We do think all agencies have the responsibility to add social concern and interest in equity to salary decisions. We suggest that a vigorous effort be made to assure equal employment opportunity and that special salary consideration be given to all low paid classes." 72 pp.

J21 Eureka School District Information on Pay Parity. Includes job evaluation information, as well as some overview of their efforts. 32 pp.

J22 Sex Discrimination in Salaries Within a State Government, by Lance W. Seberhagen, consultant in personnel management. This is a thesis paper using regression analysis to document pay disparities based on sex discrimination. 123 pp.

J23 Sacramento City School District: Comparable Worth Study, A Proposal from SEIU Local 22 to the School Board. 11 pp.

J24 A Comparable Worth Study of the State of Michigan Job Classification, Executive Summary. Concludes that either the Position Analysis Questionnaire (PAQ) or a single comprehensive point factor job evaluation plan can be used reliably and accurately across a broad range of occupations typical of State employment. 28 pp.

J25 Remarks prepared for the San Francisco Civil Service Commission by Virginia Dean,

Comparable Worth Project, regarding ways to implement San Francisco's new pay equity policy in light of a city charter-mandated prevailing wage system. Describes ways a prevailing wage system can be "cleaned up" to reduce sex and race bias. Specifically addresses San Francisco situation, but may be helpful in understanding the relationship between comparable worth and prevailing wage concepts in other workplaces as well. 4 pp.

J26 Comparable Worth Study of the State of Michigan Job Classifications, A Report, Office of Women and Work, Michigan Department of Labor. Prepared by Arthur Young. Full Report. (Executive Summary available in Clearinghouse J24.) 300 pp.

J27 Client Briefing from the Reward Management Division Associates. Hay's position on National Academy of Sciences study of comparable worth. 3 pp.

J28 State of Connecticut, Objective Job Evaluation Pilot Study, February 1980, Norman Willis & Associates report. Study mandated by State legislation. Type of study prepared allows for implementation of comparable worth if single salary policy line is established. 100 pp.

J29 Status of Women in Kentucky State Agencies, Fifth Report, an analysis of employment job levels and salaries as of November 1980. Report focuses on increase of women in state workforce and salary gap documentation. 54 pp.

J30 Summary findings on wage gaps among Alameda County, California employees. Report to Board of Supervisors from S.E.I.U. Locals 250, 535 and 616. Excellent graphic presentation of wage gap between non-white and white employees, female and male employees. Shows wage gap to be larger in management positions than non-management. Includes recommendations. 15 pp.

J31 Comparable Worth Study, Final Report, Sacramento City Unified School District. A 12-member union-management committee selected and defined four compensable factors and assigned point values to 97 classified non-management job titles. Report describes committee's work and results of the job-ranking effort. Additional material provided by SEIU Local 22 identifies 1982-83 equity lags. 48 pp.

J32 Proposal to Woodland, California City Council for equity salary adjustments, developed by 29 city clerical workers. Includes 9 job comparisons, specific salary increase proposals and general city worker wage-gap information. (See also Speech to Woodland City Council, G42.) 17 pp.

J33 Robert H. Hay & Associates Study for University of Washington Non-teaching staff. 49 pp.

J34 State Employee Salary Legislation. A report to Minnesota Commission on Employee Relations. A list of male-dominated and female-dominated job classifications in state government and estimated cost of making adjustment by bargaining unit, including revised data, pursuant to Minnesota comparable worth legislation passed in 1982. 36 pp.

J35 Memo on Parity for Female Classes, Chico Unified School District. Includes salary schedule from year prior to implementation (1975) and year of implementation (1976). 25 pp.

J36 State of Illinois Pilot Project, A Study of Job Classifications Used by State of Illinois to Determine if Sex Discrimination Exists in the Classification System. June, 1983. 100 pp.

J37 Comparable Worth -- A Summary of Information Relevant to the Salaries for Female-Dominated Jobs, report to the California Legislature and Exclusive Representatives of State Employees, Department of Personnel Administration, December, 1982 (Second report. For first report see Clearinghouse #100.45). 103 pp.

J38 Resolution of East Bay Municipal Utility District requiring a job evaluation of all job classes within the agency. 2 pp.

J39 State of New Jersey Commission on Sex Discrimination in the Statutes, An Analysis of Wage Discrimination in New Jersey State Service, March, 1983. Includes discussion of Title VII and the market rate. 34 pp.

J40 Oregon's Comparable Worth Project, M. Hallock. Provides background and workplan. 25 pp.

J41 Comparable Worth in Richmond, California, Includes results of job matches with City of

Berkeley & Sacramento Unified School District. 19 pp.

J42 Report to San Francisco Board of Supervisors by SEIU-City Committee on Comparable Worth. The committee calls its report "Phase One", but its really one of numerous attempts to educate San Francisco on comparable worth. 41 pp.

J43 "You've Come a Long Way - Maybe: A Working Women's Guide to Pay Equity, by AFSCME. A guide to starting your own pay equity study. 7 pp.

J44 Local Government Pay Equity Supplement for Hospitals and Nursing Homes, a guide for hospitals and nursing homes for implementation of pay equity, including data for job-match evaluation, and instructions on usage. Published by Minnesota Department of Employee Relations. 56 pp.

J45 Equity Pay Study for City of Woodland, California. Job evaluations of various positions, government action on pay equity and examples of job evaluations in practice. 209 pp.

J46 How the Hay System Works, a capsule view of the mechanism of the Hay Job Evaluation System. 1 pp.

J47 Pay Equity: The Minnesota Experience, published by the Minnesota Commission on the Economic Status of Women. Has a history of pay equity efforts, and reports on State of Minnesota's experiences in implementing pay equity. 26 pp.

J48 Employment and Compensation of Women at the University of California. A 1984 report to the Legislature. Describes the University's classification system, and provides a wealth of statistical data on employee pay. Also lists University criteria for determining pay. 97 pp.

J49 Comparable Worth in Montana State Government. This legislative mandated report describes the State's progress to date toward achieving a standard of comparable worth in Montana State Government. Provides baseline data of state workforce and outlines steps taken to overcome impediments towards comparable worth. 24 pp.

J50 Peralta Community College District Comparable Worth Study, 1986. A comparable

worth study conducted by SEIU Local 790 and the Peralta Community College District as the result of a negotiated agreement between the parties. 26 pp.

5. Pay equity legislation

L1 British Equal Opportunity Commission, Proposed Amendments to the Sex Discrimination Act of 1975 and the Equal Pay Act of 1970. Includes a proposal to expand the Equal Pay Act to include "equal pay for work of equal value." 24 pp.

L2 California's Comparable Worth Bill, SB 459 of 1981, acknowledging pay disparity and authorizing some preliminary steps to end it. Packet includes copy of the bill and materials put together by Women In Politics of Sacramento explaining the legislation in detail, including press releases and legislative analysis. 19 pp.

L3 California Assembly Concurrent Resolution 37 of 1983. Establishes task force on comparable worth to be coordinated by Commission on the Status of Women. 4 pp.

L4 California Assembly Bill 1579 of 1983. Adds specific comparable worth standard to State Fair Employment Practices Act. 2 pp.

L5 California Assembly Bill 1580 of 1983. Prohibits city, county and other local government units from having ordinances or policies which prohibit consideration of comparable worth. 4 pp.

L6 California Senate Bill 101 of 1983. Expands 1981 civil service law on comparable worth to include California State University and University of California employees. 5 pp.

L7 California Senate Bills 2084 and 2249, introduced by Senator Lockyer, 1984. Makes it unlawful for employers to refuse to bargain on salary negotiations because of comparable worth. SB 2249 (Feb. 17, 1984) calls for negotiations on salaries of female community college employees. 8 pp.

L8 California Senate Bill 2 packet of 1985. Bill creates the Commission on Pay Equity; questions and answers about pay equity for state employees; common myths about pay equity; a history of comparable worth legislation in California. 14 pp.

L9 Hawaii House Resolution 278. Asks Hawaii employers to recognize and adopt comparable worth. 2 pp.

L10 Illinois HB 1647. Amends minimum wage law to prohibit discrimination on basis of gender. 7 pp.

L11 Illinois HB 1646. Requires state agencies to look at comparable worth in setting salaries. 5 pp.

L12 Iowa House Bill 313. Amends state civil service law to conduct job evaluation study of state workforce and make recommendations for implementation. 2 pp.

L13 Kentucky Senate Resolution No. 50, calling for a study of state classifications based on comparable worth study to be conducted by the Legislative Research Commission. 3 pp.

L14 City of Madison, Wisconsin Contract Compliance Program. Interesting and novel approach to the wage gap problem. 63 pp.

L15 Michigan House Bill 6076, which would amend the Payment of Wages and Fringe Benefits Act, P.A. 390 of 1978. If passed, this bill would make it illegal for an employer to terminate employees who reveal their wages to another person. Language of the bill, the current act it would amend, and supporting testimony are included. 14 pp.

L16 Minnesota Comparable Worth Bill, plus some materials by Comparable Worth Task Force. 33 pp.

L17 Washington State Bill, and informational materials. 12 pp.

L18 State of New Jersey, Commission on Sex Discrimination in the Statutes. First Report, October 1979, Sex Discrimination in Employment Statutes, includes recommendations on comparable worth. 48 pp.

L19 Missouri AJR 21. Authorizes state to conduct a salary study of all state employees. 5 pp.

L20 Missouri House Bill 577. This civil service bill authorizes a state comparable worth study, including recommendations for adjustments. 2 pp.

L21 Missouri HB 577. Requires compensating state employees on basis of comparability of the value of their work. 3 pp.

L22 Nevada Assembly Bill 30. Allows consideration of factors such as comparable worth, in addition to prevailing rates in setting salaries for state employees. 2 pp.

L23 Nevada ACR 48. Authorizes State Personnel Department to conduct a study to determine if state should consider comparable pay for women in determining salaries. 2 pp.

L24 New Jersey Senate Bill 1883. Establishes a task force to conduct a study of sex-segregated jobs, and recommends ways of achieving an equitable pay structure and appropriates \$300,000 to do so. 6 pp.

L25 New Jersey SB 1833. Requires Civil Service Board to examine job evaluation and wage-setting processes to determine discrimination. 5 pp.

L26 New Mexico HB 501. Authorizes \$3.3 million to upgrade salaries of lowest paid classes of state employees. 5 pp.

L27 Ohio SB 133. Gives state and local government workers collective bargaining rights. 18 pp.

L28 Oregon State Bill 484. Establishes comparable worth policies for state workers and appropriates \$300,000 for job evaluations study. 2 pp.

L29 Oregon SB 568. Establishes minimum working conditions for VDT operators. 2 pp.

L30 Pennsylvania HB 1130. Among other things, prohibits wage discrimination on basis of comparable worth. 2 pp.

L31 U.S. House of Representatives, Bill numbers 27, 375, and 139 (introduced by Ms. Oakar, 1985). "To promote pay equity and eliminate certain discriminatory wage-setting practices

within the Federal civil service," to require periodic reports to the President and Congress on the progress of pay equity and to establish a committee to study compensation in the legislative branch. 26 pp.

6. Materials from other organizations

These items cannot be ordered from PERC. Order directly from the organizations listed. PERC has some of these items on file at our office. You are invited to come in and look at them.

O1 A Guide to Implementing Pay Equity in Local Government, 1984. Minnesota Dept. of Employee Relations, 3rd Floor, 520 Lafayette Rd., St. Paul, MN, 55155. Also, individual supplements for districts, small cities with fewer than ten employees, large cities, and hospitals and nursing homes. Prepared by MDER to guide local governments in Minnesota in conducting job evaluation studies and implementing pay equity as required by a 1984 law. Chocked full of helpful information for everybody.

O2 The Status of Clerical Workers: A Case for Pay Equity, available from Women's Educational Resources, University of Wisconsin-Extension, 619 Lowell Hall, 610 Langdon, Madison, WI, 53706. \$1 per copy. Includes background on the history of office work, Wisconsin state clerical workers, and their efforts to achieve pay equity.

O3 A Dialogue on Comparable Worth, by Michael Gold, ILR Press, New York State School of Industrial Relations, Cornell University, Ithaca, NY, 14851-0952. 108 pp. \$7.50 paper, \$14.00 cloth.

O4 From Sky Girl to Flight Attendant, Women and the Making of a Union, by Georgia Panter Nielsen. Story of the first stewardess union. Author is a flight attendant based in San Francisco and a local executive council chairperson of the Association of Flight Attendants. Paper, \$9.95, cloth, \$18.50, ILR Press, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, NY, 14851-0952; (607) 255-2264.

O5 The Women's Economic Justice Agenda for the States: Issues of the 1990's, from the National Center for Policy Alternatives. A look at women of today, doubly disadvantaged women, problems common to all women, and strategies for success. \$12.95 per copy plus 10% postage, NCPA, 2000 Florida Ave., N.W., Suite 400, Washington, D.C., 20009.

O6 Comparable Worth: The Problem and the States' Approaches to Wage Equity, by Alice H. Cook, Industrial Relations Center, University of Hawaii at Manoa, 2425 Campus Rd., Honolulu, HI, 96822. 84 pp. \$4.00.

O7 Comparable Worth: A Casebook of Experiences in States and Localities with Supplement, Industrial Relations Center, University of Hawaii at Manoa, 2425 Campus Rd., Honolulu, HI, 96822. \$30.00.

O8 "A New Way to Equal Pay" and "Sex Segregation Doesn't Pay" in *Dollars & Sense*, April, 1982, One Summer St., Somerville, MA, 02143. \$1.50.

O9 "In Pursuit of Pay Equity" in *Dollars & Sense*, September, 1986. (address above). \$2.00.

O10 "Women at Work", in *Dollars & Sense*. Pamphlet covering gender and inequality. (address above), \$2.50.

O11 Guide to Labor Law for Employees and Union Members. Written by the National Lawyers Guild and published by Clark Boardman Co. Ltd., 435 Hudson St., New York, NY, 10014. Two volumes, \$150. Fourteen chapters in looseleaf format, which provide a comprehensive practice manual for those involved in labor counseling and litigation, addressing basic organizing strategies and tactics, employee rights under OSHA, NLRA, labor contracts, and other state and federal laws, guidelines for conducting union elections, and rules on solicitation and distribution. Updated annually.

O12 Manual on Pay Equity: Raising Wages for Women's Work, Ed. Joy Ann Grune, Conference on Alternative State and Local Politics, 2000 Florida Avenue, N.W., Washington, DC 20009, \$9.95. Complete rundown of pay equity issue.

O13 Concessions--and How to Beat Them, by Jane Slaughter, Labor Education and Research Project. Includes comparable worth perspectives. P.O. Box 2001, Detroit, MI 48220. 152 pp. \$4.50 plus \$.75 postage.

O14 Women and the Law, C. Lefcourt, ed., 1984. First looseleaf law publication focusing on women's rights issues includes a chapter on "Comparable Worth" by Virginia Dean, Comparable Worth Project Executive Director.

Clark Boardman, 435 Hudson St., New York, NY 10014. \$75.00. Updated 1987.

O15 Office Work in America. A broad overview of statistics and trends of the 1980's in the areas of pay, working matters, sexual harassment, office automation and workforce trends are reviewed in this comprehensive publication. 9to5, National Association of Working Women, 614 Superior Ave., N.W., Cleveland, OH 44113.

O16 Pay Equity for Office Workers. Explores the concept of equal pay for work of comparable value through case studies and describes the employment policies that make office work a low-paying job ghetto for women. Order from 9 to 5 (address above). \$1.50 members \$2.00 non-members.

O17 Why Unionize and How To Do It These questions and more information on the rights and laws protecting employees are answered in detail for office workers. Order from 9to5 (address above). \$.50 members, \$1.50 non-members.

O18 Out to Work, A history of Wage-Earning Women in the United States, by Alice Kessler-Harris. Highly readable account of the relationship between labor history, women's history, and the social forces which underlie both. 388 pp., including extensive documenting footnotes. Oxford University Press, 16-00 Pollitt Dr., Fair Lawn, NJ 07410. (201) 796-8000. Cloth \$19.95, paper \$10.95.

O19 U/S: A Statistical Portrait of the American People, Andrew Hacker, Ed. Presents information from 1980 Census on employment and occupations, etc., including breakdowns by sex and race. Explains how Census data is collected and synthesized, including its shortcomings. Order ISBN 0-14-006579-2. Viking Press, 299 Murray Hill Pkwy., East Rutherford, NJ 07073. \$8.95.

O20 Women's Place is At The Typewriter, Office Work and Office Workers, 1870-1930, by Margery W. Davies. Details how clerical work, once performed by men, became redefined as "women's work," with lower wages assigned accordingly. 256 pp. Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122. (215) 787-8787. \$29.95.

O21 Comparable Worth: Questions and Answers for Child Care Staff. Includes definition, history and legal implications of comparable worth, descriptions of successful applications by child care advocates and others, how to assess if it's right for your situation, and resources. \$2.50 + \$.50 postage from the Child Care Employee Project, P.O. Box 5603, Berkeley, CA 94705.

O22 Pay Equity: Issues and Answers. Explores the public policy issues raised by the concept of pay equity. Provides a summary of major pay equity initiatives. 1986, 8 pp. Order item #804 from the League of Women Voters, 1730 M Street, NW, Washington, DC 20036. \$1.25 (\$1.00 members), plus \$1.75 handling and shipping.

O23 Comparable Worth and Wage Discrimination: Technical Possibilities and Political Realities. Edited by Helen Remick. Essays and articles on pay equity, with introduction, technical issues, assessment of pay inequities, and legislation. 220 pp. Available from Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122, for \$39.95 plus \$1.50 for postage. Order ISBN 0-87722-345-9.

O24 Pay Equity and Comparable Worth. A special report by the Bureau of National Affairs, which includes legal discussion focusing on *AFSCME vs. State of Washington* and *Spaulding vs. University of Washington*. Reports that less than 1/3 of unions are treating comparable worth as a major bargaining issue, that women blamed pay practices for the wage gap, and men blamed women, etc. 156 pp. BNA PLUS, the customized research and document delivery service of the Bureau of National Affairs, Inc. provides copies for \$30.00. To place orders call (800) 452-7773 nationwide; or (202) 452-4323 in Washington D.C.; or write BNA PLUS, 1231 25th Street, NW, Washington, D.C., 20037.

O25 Women and the Economy: Myth vs. Reality. Special issue from *Grapevine*; good graphics and charts; includes comparable worth information; Summer 1983. Write to Labor Institute, 853 Broadway, Rm. 2014, New York, NY 10003, (212) 674-3322.

O26 Work, Jobs and Occupations: A critical review of the *Dictionary of Occupational Titles*, Ann Miller, Donald J. Treiman, et al., editors, published by the National Academy Press, 1980.

Available for \$15.50 from NAP, 2101 Constitution Avenue, N.W., Washington, DC 20418.

Superior Ave. N.W., Room 852. Cleveland, OH 44113.

O27 The Rising of the Women: Feminist Solidarity and Class Conflict, 1880-1917, by Meredith Tax, 1980. Monthly Review Press, 155 W. 23rd St., NY, NY 10011. (212) 691-2555. \$8.50. Excellent work describing connections between feminist, socialist and labor movements.

Labor Notes, P.O. Box 20001, Detroit, MI 48220. \$10.00/year. Interesting periodical, with current information on labor news, including women's issues.

O29 Coping with Comparable Worth, by George P. Sape, Harvard Business Review, May-June 1985. Urges corporate executives not to ignore comparable worth, but instead to examine their companies' compensation and employment practices to look for evidence of unsuspected discrimination. Copies can be obtained by sending \$1.00 to: Reprint Service, Harvard Business Review, Soldier's Field, Boston, Mass., 02163 or by calling (617) 495-6192.

O30 Your Rights as a Working Woman, Labor Task Force, National Organization for Women, New Jersey. Available from Shirley Miller, NOWNJ, 195 Main Street, Milburn, NJ 07041; (201) 379-1546. \$3.50

OTHER ORGANIZATIONS WORKING ON PAY EQUITY

CLUW, Coalition of Labor Union Women, 15 Union Square, New York, NY, 10003; (212) 242-0700.

National Committee on Pay Equity, 1201 Sixteenth Street, NW, Room 422, Washington D.C. 20036, (202) 822-7304.

9to5, National Association of Working Women, 614 Superior Ave. N.W., Room 852, Cleveland, OH, 44113; (216) 566-9308.

PERIODICALS

The **9to5 Newsletter**, published six times a year, is packed with information on what women office workers- and their employers-are up to today. Each issue features an in-depth look at an area such as pay, career mobility, or policies for the working family, and includes strategies for the woman office worker and model policies for her employer. The only complete source of news about 9to5 chapters and national campaign updates. Free to members, \$25 non-members (includes shipping and handling). 9to5, 614

LOHP publications and audiovisual materials

The Labor Occupational Health Program (LOHP), a unit of the Institute of Industrial Relations, offers a variety of labor-oriented materials on occupational safety and health.

Monitor is a quarterly newsletter, circulated worldwide, which covers recent developments in health and safety, reviews books and films, reports on LOHP activities, and provides practical information for workers and unions. Subscriptions. \$10./ year.

Video Views is a specialized quarterly newsletter on the hazards of video display terminals (VDTS) and related new technology in today's workplace. Subscriptions are \$5./ year.

LOHP Information packets are collections of reprinted materials on various health and safety topics. Packets are available for \$5 each on *video display terminals, indoor air pollution, health hazards facing child care workers, occupational cancer* and other subjects.

Pink Collar is a narrated slide/tape program on health and safety problems in the modern office. The 15-minute show is \$100; a videotape version is \$75 (specify video format).

Working for Your Life is a 55 minute film on health and safety concerns of women workers. It includes interviews with women working in agriculture, factories, and offices. The 16mm sound film (in color) is \$600; a videotape version is \$100 (specify video format).

How Workplace Hazards Affect the Body is a narrated slide/tape program which demonstrates how many different kinds of job hazards -- noise, stress, radiation, and toxic substances -- can cause occupational disease. The 15-minute show is \$100.

Getting the Facts is a bibliography which lists hundreds of available materials on occupational health and safety from many sources. It also includes advice on setting up a small library. The bibliography is \$6. It is supplemented by a 1985 Update which is sold separately for \$3.

Please write for a free catalog of all LOHP publications and films.

Prices shown above include postage and handling. LOHP accepts only prepaid orders. Make checks payable to the *Regents of UC*. Allow six weeks for delivery. Order from: **Labor Occupational Health Program, Institute of Industrial Relations, 2521 Channing Way, Berkeley, CA 94720.**

Labor Center publications

The Center for Labor Research and Education, a unit of the Institute of Industrial Relations, offers a variety of services and publications of interest to union leaders and members. Listed below are selected publications of the Labor Center.

"Can They Just Fire Me?" Public Employees' Right to Due Process, by Steve Diamond, 1986; 52 pp., \$1.00. (National edition.)

"Hey, the Boss Just Called Me into The Office," The Weingarten Decision and the Right to Representation on the Job, by Steve Diamond, new edition 1986; 22 pp., \$1.00.

California Workers Rights--A Manual of Job Rights, Protections and Remedies, Joan Braconi, Alan Kopke, 1986; 286 pp. 12.95 for individuals, government & nonprofit; 18.95 for profit - Call Labor Center for multiple purchase and trade discount.

How to Cost a Union Contract--A Guide for Union Negotiators, ed. Paul Chown, 1986; 132 pp., \$10.00 (\$7.00 for orders of more than five).

California Workers Compensation, Joan Braconi, Alan Kopke, 1986; 26 pp., \$1.00 (ISBN 0-93781702-3).

Unemployment and Disability Insurance--A Guidebook for Union Representatives, Paul Chown, Pamela Tellew, 1986; 65 pp., \$7.00 (ISBN 0-937817-04-X.)

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