Council Minute.
1996 ALA.Annual Conference

July 4-10, 1996
New York, New York

Councilor Bernard Margolis spoke against the motion because he ,aid he felt the section of the Operating ~reement on "unity" was in conflict with other parb of the agreement. He ,aid he did motion to reaffirm the Operating mot~reement as in existed, but rather, he
s that the principles in the ~reement

A on the motion, Council

VOTED, To defeat CD#S0, Resolution on the Reaffirmation of the ALA. Operating

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ALA RESOLUTION FORM

Please fill out this form as completely as possible and submit it with your resolution to the ALA Resolutions Committee for processing.
,TI.E OF RESOLUTION:. ______________________________ _

Resolution in support of Omaha library workers

BACKGROUND: ________________________________ _

(see attached letter which describes details of lawsuit)

ISSUE: ------------------------------------ sex discrimination against female library workers in Omaha

ACTION PROPOSED: {f11,4Jr'ii.-S t,,Ur;'lle, ~
~ from ALA in support of female library workers

AU\ UNITS AND/OR COMMITTEE CONSULTED (IF ANY): _________________ _

Feminist Task Force of Social Responsibilities Round Table

ENDORSEMENTS BY AlA UNITS AND/OR COMMITTEES (IF ANY): ______________ _

Feminist Task Force of SRRT

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ASCALIMPUCATIONS: C05+ o} h,p, - 1 ¢, \=:£,..._ 1't'-.f./k'.41q .--. ::.~,·•L-(.5 _.J
nO,Re Cl-<~,.,·" t:.. .b.-,· e..-f

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DATE REFERRED TO COPES (IF NECESSARY} _______________________ _

POLICIES AND POSmONS:

~ ~ H this resolution necessitates a change in existing pofacy. state the policy number and the change.

2. H this resolution establishes policy. state the policy.

3. H this resolution conflicts with existing policy. state provisions for resolving the conflict.

4. H this resolution proposes an ALA position statement, indicate the position's relationship to libraries and

lib~ry service. cu,~J; , . . , . ,. . &;f) /l.,;_/.u~ ~. ~ iAA. ttcen-zl tL~-il AiA P~w

'VER/SECONDER INFORMATION:

Mover's Name and Local Telephone Number:. __ D_i e __ d~r....;e ____ C __ on __ k ___ l __ i__ n--a __ H ......o .... t __ e __ l _W_e ___ n __ t__ w ..... o_rt ___ h _____ _

Seconder's Name and Local Telephone Number: __ J") ___ eb....,· __ [a ___ .... G __ ~ ..... 1)_ch .... ,__.,1

+ .....· ______ \-bk _______ ,\ _·~ .... "--•J....,c•, ,.\+'1--- __
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RQS~!=\T V bROOM
V,._ROF..~N~
MA~~ P. CLA,IU:SON

Linda Kimsey .

J"une 19, 1996

. Chairman, .:.F-eminist Task Force. . . . . -.·
Dawes Memqrial· Libracy_
·= -M"arietta:....Cdll~:e~ .·· · .· :.-.. ·

Ma:r;i4ta~ .~ohio~:.:~45..75-C?-.·:-~.-~ . • ••• • • • • • • I . . ·• - -.
· :. Dear Ms~·: .. t.tin~:ff;~·~\ :,::-/\:i~?~i-.-·:·: :> _.. __ :" .. -.. . -·:·. . :· . . ··: ... --~-. . . . . ···-· . _.:·:·_: ~-_: ... ··· 1 ··
; .'f .. . •. . . . . ; .. : . .. . -. ·•· ... · .. . . . We are· writing ·co you,· hoping -co reacn the !'·etninist. 'rask Force of
the ALA soci~l ·Responsibilities Ro~d Tabl~ beC:ause ofl "its long-·- standing support of pay equity for women and plaintiff~•

e:l~yment:- r~g~t~::_:'. ·:;:,:·:·_. · .- ~ : .... : . '_ : ;'; ,,---~-1

;,; ~:·::·r ,= ,,
We represent·· a-~cras·s··:·c"f aBo~t ioo. libr~ry·-employeeii.,of:_;the.::city of· ·bmaha f {over 75%· of whom are: ·female) . wlio·.:were::ai•sa.dvlntaged by a reclassification· scheme' impleme.oted··by :the eity·•.:of·:oilaha.· six years ago. our clients sued the City· for sex discrimibation arid their case was heard by a judge and jury in January of! this year. There were claims cf bo~h dispara=e treatment {intenti~nal discriminatio~) a.~d di~par~te ~mpact. T~ey lost o~ 1:'°}h cl~i~E. and have.con~inued their fight by appeali~g-to·the Eighth Circuit Court of .App~als. The purpose of

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... -... ''"""'-'. - ._ I 'I · 'I 1 :1 t • · 1 ._ ': t .. • ~ -· • .,J4_-, 4. -''-'-..._.., J'-'. ,_,.._.,.J __

That group contained 87 of the 103 women represented b the union, the Civilian Management Professional Technical hmployees

Council (CMPTBC). The.other three groups all received
wage increases. Those groups contained 171 of the 250

CMPTEC. There·were:n.Q.wo~en in t~e group.which receiv
highest raise. Plaintiffs' statistical analysis of th
selection concluded that there was less than a 1
chance that the impact on women in the groupings
chance alone.

by

The City de:ends the disparate wage increases by inting to wage surveys that were done

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even to prier decisions of t~e City. Application of tle CRA of 1991 wo~ld have made a difference in certain instructibns to the

jury and in the judge's view of the disparate impact crse.
The District Court's refusal to apply the CRA

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TO

Griggs v, Duk~ Power Co. requires such a connection an the City
never established this.

Third, the nfair and· equitable" rationale is
It begs the question, (fair and equitable

and broad.

?) and it
is reminiscent

""""' """"' °'

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llEPOHT ON Tl IE lfvlPLEMENTATION OF Tl IE 1996 ANNlJAL CONFERENCE COUNCIL ACTIONS
ALA Policy 5A tcquircs Ilic E~cculivc Bomd or ils delcgnlc lo 1cpoll lo Coum:il 011 Ilic stnlus of implcmenlntion of molions nml resolutions pnsse<l by Council <luring tl1c preceding ycnr.

The rcpml shnll be c11lc1 e<l in the Council 111i11ulcs.
ACTION APPEARS im3>BDCTc 6.6c 3830226 Tc 0 -9.6 9.6 0 471.89 184.69 MINUTESions

ON MC /Suspect <</Conf 0 >>BDC 0 359.6 9.6 0 471586Tc 9.23 TAGm (IE)Tj EMC /Suspect <</Conf 0 >>BDC 0 759.6 9.6 0 471496 375.41 IMJ>fvlPLEMEJACTION nml