Title: AFSCME Women’s Rights Department Records

Extent: 2 linear feet (2 storage boxes)

Date: 1974-1986
(Bulk 1983-1986)

Repository Name: Walter P. Reuther Library
Wayne State University
Detroit, MI


Accession No.: 1993 (Database Record #: 180)

Creators: AFSCME Women’s Rights Department

Acquisition Information: The records of the AFSCME Women’s Rights Department were placed in the Walter P. Reuther Library in 1989 and were opened for research in 1989.

Language: Material entirely in English.

Access Restrictions: Records are open for research.

Use Restrictions: Refer to the Walter P. Reuther Library Rules for Use of Archival Materials.

Notes: Citation style: “AFSCME Women’s Rights Department Records, Walter P. Reuther Library, Wayne State University”

Admin/Bio History: In the late 1970s, the position of Coordinator of Women's Activities was created in the President's Office. In the early 1980s, the position was moved to the Public Policy Department, and in 1983, the Women's Rights and Community Action Department was established in its own right. Six years later, in 1989, the Women's Rights Department and the Community Action Department split to form two separate departments. The Women's Rights Department existed until 2007 when many of its functions were transferred to a position in the Department of Education and Leadership Training.

Scope and Content: This small collection focuses on comparable worth and job evaluation in state governments. The majority of the collection is comprised of consultants’ proposals to state and local government committees to conduct studies addressing issues of pay equity and job evaluation and ranking systems. Some correspondence exists that documents the evaluation and selection of these proposals by state committees and the national AFSCME office. General information and reports about
various job evaluation and ranking methods are included as well as reports from AFSCME about how best to develop comparable worth job systems. Additionally, some training material and more general information on pay equity issues are represented in the collection.

**Important subjects:**
Civil services positions—Classification.
Job evaluation.
Occupations—Classification.
Pay equity.

**Series I: State Proposals, 1974-1986**

This series is almost entirely comprised of proposals from consulting firms to conduct pay equity, job evaluation, job classification, and/or comparable worth studies for various state and local governments. Some correspondence and information on evaluating and selecting the proposals are also included. Files are arranged alphabetically by state, and within each state, alphabetically by consulting firm.

**Series II: General Job Evaluation and Comparable Worth Information, 1982-1986, n.d.**

This series documents general information from the national AFSCME office and other sources on developing, administering, and evaluating job ranking systems using comparable worth and pay equity factors. The series includes reports, articles, manuals, and training materials. Files are arranged alphabetically by subject.

**Arrangement:** The collection is divided into two series. The first consists primarily of proposals made to various state governments to conduct comparable worth, pay equity, and job evaluation and ranking studies. These are arranged alphabetically by state and then, within each state, by proposing consulting firm. The second series contains general information from the AFSCME national office and other sources on comparable worth study procedures, training, administration, and development. Files are arranged alphabetically by subject.

**Detailed Box Description:**

**Series I**

Box 1

3. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part II, 14 July 1986
5. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part IV, 14 July 1986
13. Iowa: AFSCME review of Arthur Young Study, 1 March 1984
14. Iowa: Comparable Worth Steering Committee Internal Workings, August-September 1983
18. Iowa: General Proposals
31. Iowa: Arthur Young: Additional Material
33. Michigan: General
34. Michigan: Kirtland Community College Classification and Wage Salary Update, April 1984
35. Minnesota: General Material

Box 2

14. Wisconsin: Supervisor's Job Analysis Questionnaire; General, [1984]

Series II Box 2

16. General: Comparable Wage Information
17. General: Public Speaking Tips
21. General: Workbook for Course on Job Evaluation & Wage/Salary Administration