

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

Processing Information: Finding aid written by Johanna Russ in August 2008.

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

1. Hawaii: Ralph Andersen & Associates: Proposal - Job Evaluation Study, 16 July 1986
2. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part I, 14 July 1986
3. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part II, 14 July 1986

4. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part III, 14 July 1986
5. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part IV, 14 July 1986
6. Hawaii: Center for Women in Government: Job Evaluations of Selected Job Classes, Part V, 14 July 1986
7. Hawaii: Hay Group: Proposal - Job Evaluation Study, July 1986
8. Hawaii: Public Administration Service: Proposal - Job Evaluation Study, July 1986
9. Hawaii: Norman D. Willis & Associates, Inc.: Proposal - Job Evaluation Study, July 1986
10. Hawaii: WMS and Co.: Proposal to Conduct a Job Evaluation Study, [July 1986]
11. Hawaii: The Wyatt Company: Proposal for Job Evaluation Study, 16 July 1986
12. Hawaii: Arthur Young: Proposal - Job Evaluation Study, 16 July 1986
13. Iowa: AFSCME review of Arthur Young Study, 1 March 1984
14. Iowa: Comparable Worth Steering Committee Internal Workings, August-September 1983
15. Iowa: American Association of Industrial Management of N.E., Inc.: Position Evaluation Proposal, 23 August 1983
16. Iowa: Carroll-Donahue Associates: Proposal to Conduct a Comparable Worth Study, 25 August 1983
17. Iowa: Cresap, McCormick, and Paget: Proposal to Conduct a Comparable Worth Study, 23 August 1983
18. Iowa: General Proposals
19. Iowa: Greenwald & Associates: Proposal - Comparable Worth Study, 24 August 1983
20. Iowa: Hallcrest-Craver Associates: Proposal - Comparable Worth Study, August 1983
21. Iowa: Hallcrest-Craver Associates Proposal for a Study of a Systematic Approach to Evaluate Iowa State Merit Jobs, August 1983
22. Iowa: Hay Associates: Proposal to Enact Legislation Establishing State Merit System Compensation Policy, August 1983
23. Iowa: Hayes/Hill Incorporated: Proposal: Development and Implementation of a Comparable Worth Pay Plan, 25 August 1983
24. Iowa: Management Science Associates, Inc.: Proposal to Conduct a Comparable Worth Job Evaluation Study, August 1983
25. Iowa: William M. Mercer, Inc.: Proposal for a Comparable Worth Study, August 1983
26. Iowa: O'Brien, Bowers, Ambler, & Associates: Proposal - Comparable Worth Study, 22 August 1983
27. Iowa: Results Oriented Compensation Systems, Inc.: Proposal - Comparable Worth Study, 25 August 1983
28. Iowa: Norman D. Willis & Associates: Proposal - Comparable Worth Study, 24 August 1983
29. Iowa: Yarger and Associates, Inc.: Proposal - Comparable Worth Study, 19 August 1983

30. Iowa: Arthur Young: Proposal - Comparable Worth Study, 22 August 1983
31. Iowa: Arthur Young: Additional Material
32. Louisiana: Cresap: The Development of a Comprehensive Pay System, June 1984
33. Michigan: General
34. Michigan: Kirtland Community College Classification and Wage Salary Update, April 1984
35. Minnesota: General Material
36. Minnesota: Minneapolis: Control Data Business Advisors: Proposal - Job Evaluation, 19 October 1984
37. Minnesota: Minneapolis Community Development Agency: DCA Stanton Group: Proposal - Job Evaluation, 12 July 1984
38. Minnesota: Minneapolis: William Mercer-Meidinger: Proposal - Classification Study, 17 October 1984

Box 2

1. Minnesota: St. Paul: Hay Associates: Proposal - Job Evaluation, 18 January 1984
2. Minnesota: St. Paul: Towers, Perrin, Forster, & Crosby: Proposal - Job Evaluation, 18 January 1984
3. Minnesota: St. Paul: Norman D. Willis & Associates: Proposal - Classification Study, January 1984
4. Minnesota: St. Paul: Arthur Young: Proposal - Comparable Worth Study, Part I, 18 January 1984
5. Minnesota: St. Paul: Arthur Young: Proposal - Comparable Worth Study, Part II, 18 January 1984
6. New Jersey: The Free Public Library of Jersey City: Resource Management: Pay Comparability Study, 22 December 1983
7. New Jersey: Hallcrest-Craver: Proposal - Pay Equity, May 1985
8. New Jersey: Hay Group: Proposal - Pay Equity, 29 May 1985
9. New Jersey: Public Administration Service: Proposal - Pay Equity, May 1985
10. Ohio: The Jacobs Company: Class Evaluation Manual, Factor Point Evaluation System, December 1974
11. West Virginia: Arthur Young: Proposal - Classification and Compensation, 31 July 1984
12. Wisconsin: Hallcrest-Craver: Proposal to Consult Comparable Wage Task Force, May 1984
13. Wisconsin: Quantitative Evaluation System (WQES), January 1985
14. Wisconsin: Supervisor's Job Analysis Questionnaire; General, [1984]

Series II

Box 2

15. General: AFSCME Research Department: A Critique of a Job Evaluation Process, August 1982
16. General: Comparable Wage Information
17. General: Public Speaking Tips

18. General: Report on State of Washington Pay Equity Court Case, 1983
19. General: Training Minority Women - Lighting the Torch for Labor Education, Part I, 1986
20. General: Training Minority Women - Lighting the Torch for Labor Education, Part II, 1986
21. General: Workbook for Course on Job Evaluation & Wage/Salary Administration