

Living Wage Resolution

Passed by ALA-APA Council, July 15, 2008

(Chicago) The ALA-APA Council passed a living wage resolution for library employees at the American Library Association Annual Conference in Anaheim, Calif. On Monday, June 30, the ALA-APA Standing Committee on the Salaries and Status of Library Workers, represented by incoming chair Patty Anderson, brought forward a resolution supporting an increase in minimum salary for librarians to \$41,680 per year and library workers at \$13 an hour.

The librarian recommended salary increase is in response to the ALA-APA's analysis of the All-Urban Consumer Price Index (CPI), the standard measure for inflation of goods and services, which is adjusted monthly to reflect price inflation. The library worker \$13 adjustment is in relation to the Federal Poverty Guidelines. The resolution passed after some discussion.

The resolution, "Endorsement of a Living Wage for All Library Employees and a Minimum Salary for Professional Librarians," APACD #8.2 (2007 – 2008) states:

WHEREAS, the American Library Association-Allied Professional Association (ALA-APA) Council, at its January 2007 Midwinter Meeting, adopted a resolution entitled "Endorsement of a Nonbinding Minimum Salary for Professional Librarians;" and

WHEREAS, the resolution resulted in a nonbinding endorsement of a "minimum salary for professional librarians of not less than \$40,000 per year;" which, adjusted for inflation now amounts to \$41,680, and

WHEREAS, the ALA-APA Standing Committee on the Salaries and Status of Library Workers is charged "to guide ALA-APA activities in support of better salaries, comparable worth, pay equity, and similar programs related to the status of librarians and other library workers;" and

WHEREAS, the aforementioned Standing Committee sees the need to strengthen ALA-APA's position with regard to wages and salaries for all library employees, and with regard to variable costs of living over time and across geographical locations; and

WHEREAS, a living wage is defined as "net" or "take home" pay earned during a full-time workweek, not to exceed forty (40) hours per week. A living wage provides for the basic needs (housing, energy, nutrition, clothing, healthcare, education, childcare, transportation, and savings) of an average family unit; and

WHEREAS, the family of four Federal poverty guideline for 2008 is \$21,200, a recommended minimum hourly wage of \$10.20 is necessary for a full-time, year-round worker to exceed the poverty guideline and sustain a basic living; and

WHEREAS, the United States Bureau of Labor Statistics publishes the All-Urban Consumer Price Index (CPI), the standard measure for inflation of goods and services, which is adjusted monthly to reflect price inflation; now, be it

RESOLVED, that the American Library Association-Allied Professional Association endorses a minimum entry-level salary for professional librarians of \$41,680 that is adjusted annually according to the latest cost of living index/CPI data; and, be it further

RESOLVED, that in recognition of the skills and competencies required of all library workers, the American Library Association-Allied Professional Association endorses a minimum wage for all library workers of at least \$13 per hour, to be adjusted annually in relation to the Federal poverty guidelines.”

For more information on the ALA-APA Council’s living wage resolution, please contact Jenifer Grady, director of ALA-APA at 312-280-2424 or jgrady@ala.org, or visit <http://ala-apa.org>.

<http://www.ala.org/ala/newspresscenter/news/pressreleases2008/July2008/APAresolutions.cfm>