



OH! THAT EXPLAINS THE
DIFFERENCE IN OUR
SALARIES.

THE FIGHT FOR PAY EQUITY

Comparable worth. Pay equity. Wage justice. It goes by many names. But the issue is the same. It's the fight to end wage discrimination among jobs traditionally held by women—jobs held by clerical employees, librarians and recreation employees, to name a few.

Since the early 1970's, the million-member American Federation of State, County and Municipal Employees (AFSCME) has led the national fight for pay equity. In San Jose, that fight has reached a dramatic climax. For the first time ever, a group of workers—San Jose city employees—have walked off their jobs over the issue of pay equity. Their courage—and gains made by it—have sparked a shockwave across the country.

THE SAN JOSE STORY

In 1979, at AFSCME's prodding, San Jose officials agreed to fund a "pay equity" study—a study that took two years and cost \$500,000 to complete. That study, completed last fall, pointed out dramatic wage inequities between predominately male and female job classes. The City agreed to negotiate wage adjustments on the basis of the study. But after eight months of bargaining, the City reneged on its promise.

AFSCME'S RESPONSE

On May 6, San Jose workers—members of AFSCME Local 101—narrowly averted a strike after the City agreed to return in "good faith" to the bargaining table and negotiate on the pay equity issue. The promise, however, was once again hollow. The City's latest wage offer was like a slap in the face to union members.

To prove their determination over this issue, San Jose employees—some 2,000 strong—walked off their jobs July 6.

The City has threatened to layoff striking employees if they don't return to work by July 13. But AFSCME Local 101 members are holding strong. They won't return to work until the City agrees to fully remove sex and wage discrimination from its pay practices.

HOW IT ALL BEGAN

In the beginning, the first clerical jobs were actually filled by men, not women. But it wasn't long before those same men began moving up in the job world.

When women began pouring into the labor force some 25 years ago, things were different. Back then, most clerical and other female workers weren't working to support their families. They were working to earn "pin" money. Today, that's not the case. Women work for the same reason men do: economic necessity.

San Jose workers have been patient in their fight. Now it's time for their courage to pay off.

WOMEN'S WORK: HOW MUCH IS IT WORTH?

That's the big question in San Jose and scores of other cities nationwide. But the answer—if it's to come—will come here.

Think about it. Why should a parking lot attendant earn more money than a clerical employee who types, runs a host of office machines and generally keeps our offices running?

The fact that most women earn less simply because their work is considered "women's work" is no longer valid. It's time we all looked hard at how we value the work that millions of women do. And it's time that the public participate in this historic battle—the battle for justice, equality and dignity on the job!!!

In San Jose

It's A Long, Long Road To Equality. . .

STRIKING WORKERS IN SAN JOSE NEED YOUR HELP NOW!

WHAT YOU CAN DO TO HELP:

1. Women and minorities will be truly equal when their pay is equal. Letters or calls of support are fine, but now we need help with fundraising—to help our strikers buy groceries, pay bills, etc. Please send what you can, even \$25 will help. Send checks to Local 101, 715 North First Street, Suite 22, San Jose, California 95112.
2. If you are unable to send money but can show support by picketing, call Judy Jones at Strike Headquarters, 275-0716.
3. If you have any questions about fundraising or need more information about the comparable worth issue, please call Linda Dydo at 275-0716.

**MUNICIPAL EMPLOYEES FEDERATION
LOCAL 101**



AFSCME
AFL - CIO

***American Federation of State,
County and Municipal Employees***

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