

How We Know Comparable Worth is Worth It

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In 1987 comparable worth adjustments (reclassification of job titles where women and people of color predominate to higher salary grades based on comparison with male dominated job titles of comparable value) were made to 239 NY State Civil Service job titles. All of the employees in these job titles, over 47,000 of them, received raises.

Let's look at just 6 of these job titles and imagine the impact on the lives and families of those receiving these increments over the last 20 years.

1987 Comparable Worth Adjustments-Selected NYS Civil Service Titles

Title	Number in Job Title in 1987	Before Salary Grade	After Salary Grade	Before Salary Grade Job Rate	After Salary Grade Job Rate	One Year Salary Increase at Job Rate	Estimated* Income Gain Per Person After 20 Yrs
Library Clerk2	208	7	9	\$18,449	\$20,521	\$2,072	\$55,675
Library Clerk3	45	11	14	\$22,946	\$27,033	\$4,087	\$109,819
Food Service Worker 2	813	7	9	\$18,449	\$20,521	\$2,072	\$55,675
Food Service Worker 3	57	9	13	\$20,521	\$25,585	\$5,064	\$136,072
File Clerk, Typist, Clerk	6325	3	6	\$15,071	\$17,472	\$2,401	\$64,516
Principle Clerk	372	11	14	\$22,946	\$27,033	\$4,087	\$109,819

*Includes a 3% across-the-board annual increase

The chart above shows that 208 people working in the job title Library Clerk 2 were raised from salary grade 7 to salary grade 9 increasing their annual income over \$2000 for an estimated 20 years earnings increase of over **\$55,000**. The 45 Library Clerk 3s were found to have more salary disparity and were raised from salary grade 11 to 14 for an annual increase of over \$4000 and a 20 year estimated increase of over **\$109,000**. The same patterns are true for the Food Service job titles. Three clerical job titles, File Clerk, Typist and Clerk, were raised from salary grade 3 to 6, increasing the salaries of over 6000 state employees by more than \$2400 a year for a 20 year gain of more then **\$64,000**. Little wonder that research studies done at universities have documented that job-title pay equity reform substantially improves the incomes of those working in low wage jobs.

The State can be proud that it made these job-title pay equity adjustments and so can the counties, cities and other employers that have done so. An examination of the current NYS Civil Service job rates indicates little, if any, gender bias across job titles has reemerged. But many employers have not made job-title pay equity adjustments.

Those who work in job titles traditionally done by women and people of color, approximately 20% of whom are men, who have not received job-title pay equity adjustments, are losing both money and the related feelings of value and self esteem, daily. We need to pass legislation requiring job-title pay equity as has been done in many other countries.

International Perspective - Just across New York State's northern border, the Canadian provinces of Ontario and Quebec (where two-thirds of Canadians reside) require that job title salaries be established using gender-neutral job evaluation systems in both the public and private sectors. **U.S. companies that are providing job-title pay equity for their Canadian employees are free to discriminate against their employees in New York State.**