



## Resources

### Articles, Books, and Other Reference Materials

Keon S. Chi, "Comparable Worth: Implications of the Washington Case," *State Government*, quarterly of the Council of State Governments, Vol. 57, No. 2, 1984, pp. 34-45. A careful breakdown of the Washington State situation—legal basis, job evaluations, etc. Includes charts of activities in other states, various estimates of back pay amounts in the Washington case, and job classes affected by the Washington decision.

"Comparable Worth: A Summary of Information Relevant to the Salaries for Female-Dominated Jobs," California Department of Personnel Administration, December 1982. See also "Comparable Worth, An Issue Update—Special Report to the Subcommittee on Women in the Workforce," California Senate Office of Research, 1984.

"Comparable Worth," special issue of *Public Personnel Management*, Vol. 12, No. 4 (winter 1983). Also in *Public Personnel Management*, Helen Remick, "The Comparable Worth Controversy" (winter 1981).

"Comparable Worth," *State Policy Reports*, published by State Policy Research Inc., Arlington, Va. 22206, Vol. 2, Issue 12, June 22, 1984, pp. 9-23. A broad-based overview—historical, legal issues, various state actions, state policy options, and costs.

Geoffrey Cowley, "Comparable Worth: Another Terrible Idea," *The Washington Monthly*, January 1984, pp. 53-57. A reporter for *The Seattle Weekly* (who is familiar with the political impact of the Washington case), Cowley examines in a tongue-in-cheek style the practical difficulties of point-rating systems.

Michael Gold, *A Dialogue on Comparable Worth*, ILR Press, School of Industrial and Labor Relations at Cornell University, 1983. Stimulating discussion of policy issues involved.

"The Issue of Comparable Worth," *Tar Heel Economist*, Dept. of Economics and Business, N.C. State University, August 1984. Includes four short articles by Robert M. Fearn and Claudia G. Allen.

Robert Joyce, "Equal Pay, Equal Opportunity, Comparable Worth," *Popular Government*, quarterly of the Institute of Government, University of North Carolina at Chapel Hill, spring 1984, pp. 1-8. A legal analysis of the issue with good reference notes.

*Pay Equity and Comparable Worth, A BNA Special Report*, The Bureau of National Affairs, 1231 25th St., N.W., Wash., D.C. 20037, 1984. This excellent, 156-page report summarizes various studies, legal developments, federal legislative and agency actions, state legislation, and union activities. Includes a lengthy bibliography and some valuable appendices.

*Pay Equity: Equal Pay for Work of Comparable Value*, Joint Hearings before the Subcommittees on Human Resources, Civil Service, Compensation and Employee Benefits of the Committee on Post Office and Civil Service, U.S. House of Representatives, 97th Congress, 2nd Session. House Report 97-832.

"Pay Equity & Public Employment," Report of the Task Force on Pay Equity, Minnesota Council on the Economic Status of Women, March 1982.

*Patterns of Pay in N.C. State Government*, N.C. Office of State Personnel, 1982. A 216-page report on a two-year study (see sidebar on page 28).

*Pay Equity in North Carolina State Government: A Report to the Governor and the General Assembly*, North Carolina Council on the Status of Women, Task Force on Comparable Worth, June 1984. Good summary of issue. Includes recommendations, with background reasoning, to the legislature and governor and good summary of other state actions, including contact names and phone numbers.

"Pilot Project: A Study of Job Classifications Currently Used by the State of Illinois to Determine If Sex Discrimination Exists in the Classification System," Commission on the Status of Women, June 1983.

Marion Reber, "Comparable Worth: Closing a Wage Gap," *State Legislatures*, April 1984, pp. 26-31. Good overview with concentration on Minnesota situation.

Daniel Seligman, "Pay Equity' is a Bad Idea," *Fortune*, May 14, 1984.

Donald J. Trieman and Heidi Hartmann, eds., *Women, Work, and Wages: Equal Pay for Jobs of Equal Value*, Final Report of the Committee on Occupational Classification and Analysis to the Equal Employment Opportunity Commission, commissioned by the National Academy of Sciences, National Academy Press, 1981. Trieman also wrote a good summary of job classification systems in general: *Job Evaluation: An Analytic Review*, National Academy Press, 1979.

*Who's Working for Working Women: A Survey of Pay Equity Initiatives*, published by the National Committee on Pay Equity, summer 1984. This is probably the best and most up-to-date summary of activities in the various states. The National Committee on Pay Equity is a good clearinghouse of information (1201 16th St., N.W., Washington, D.C. 20036, 202-822-7304).

Eric Wiesenthal, "Comparable Worth: Issue of the '80s," *Public Administration Times*, May 1, 1984. A brief news analysis.

### Organizations Consulting on Personnel Systems

Booz, Allen, and Hamilton, 4330 East-West Highway, Bethesda, Md. 20814. This management consultant firm has worked on job classification systems in Alaska, Virginia, and Maryland (reviewing the Cresap study).

Cresap, McCormick, & Paget, 2101 L St., N.W., Suite 400, Washington, D.C. 20037. This management consultant firm has worked on job classification systems for Maryland and Louisiana.

Halcrest-Craver, 7316 Hooking Rd., McLean, Va. 22101. This firm has done studies for Alaska, Kentucky, and other states.

Hay Associates, 229 S. 18th St., Rittenhouse, Philadelphia, Pa. 19103 (with other major offices in Chicago and Washington). With some 5,000 clients around the world, Hay has done hundreds of job evaluation studies, including those for Idaho, Minnesota, Oregon, and other states.

Norman Willis and Associates, 812 Third Ave., Seattle, Wa. 98104. A management consultant firm, Willis has worked on studies in Washington State and Connecticut, among other places.

Arthur Young and Co., 277 Park Ave., N.Y., N.Y. 10172. A major management consulting firm.