Patricia Curia San Jose Comparable Worth Strike Collection

Finding aid prepared by Frances Watten Kaplan.
Labor Archives and Research Center
2010, revised 2016
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URL: http://www.library.sfsu.edu/larc
Title: Patricia Curia San Jose Comparable Worth Strike collection
Date (inclusive): 1972-2005
Creator: Curia, Patricia
Extent: 1.00 cubic feet (2 boxes)
Call number: larc.ms.0117
Accession numbers: 1993/069, 2010/032
Repository: Labor Archives and Research Center
J. Paul Leonard Library, Room 460
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Abstract: Consists of news clippings, correspondence, articles, ephemera and other materials related to the 1981 San Jose city workers strike in support of equal pay for comparable worth.

Location: Collection is available onsite.

Languages: Languages represented in the collection: English.

Availability
Collection is open for research.

Restrictions
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Preferred Citation
[Identification of item], Patricia Curia San Jose Comparable Worth Strike Collection, larc.ms.0117, Labor Archives and Research Center, San Francisco State University.

Separated Materials

Acquisition
Materials were transferred from Wayne State at the request of the donor, Patricia Curia. Accession numbers 1993/069, 2010/032.

Processing Information
Processed by Labor Archives and Research Center staff; additions processed by Frances Wratten Kaplan in 2016.

Arrangement

Biographical Information
Patricia Curia joined the staff at the San Jose Public Library in December 1971. She was a member of both the American Federation of State, County, and Municipal Employees Union (AFSCME) Local 101, and Concerned Librarian Activist Workers (CLAW). She held the position of Senior Librarian and Head of Reference Services in 1981 when City of San Jose employees, represented by AFSCME Local 101, went on strike for equal pay for jobs of comparable worth. Curia was the library representative on the Hay Study team that analyzed job duties and responsibilities of city employees prior to the strike.

Historical Note Regarding the San Jose Comparable Worth Strike
The Equal Pay Act of 1963 was a federal anti-discrimination law that made it illegal to pay men and women different salaries for similar work performed in the same place. The term "comparable worth" is used to describe the concept that women and men should receive equal pay for jobs calling for comparable skill and responsibility. In 1979, as part of its contract with the American Federation of State, County and Municipal Employees (AFSCME) Local 101, the City of San Jose hired the firm of Hay Associates to perform a comparable worth study of management and employees. The Hay Study
found that while men and women in the same jobs were paid equally, jobs dominated by women were paid 2% to 10% below the average for all city jobs, and male-dominated jobs averaged 3% to 15% above the average. In June 1981, AFSCME Local 101 tried to negotiate wage adjustments based on the findings of the Hay Study. When the City refused to implement changes that would address the disparity between men and women's pay for comparable work, about 1,500 librarians, mechanics, janitors and clerical workers of the City of San Jose went out on strike. The strike lasted ten days and ended with a settlement that included equity adjustments for female-dominated jobs that had been deemed under-paid. It was the first strike in history where a settlement included the issue of comparable pay.

**Scope and Contents**

Consists of news clippings, correspondence, articles, ephemera and other materials related to the 1981 San Jose city workers strike in support of equal pay for comparable worth. The collection includes job evaluation notes on library positions using the Hay Guide Chart-Profile Method of Job Evaluation, as well as a transcript of an oral history interview with Pat Curia.

**Subjects and Indexing Terms**

Strikes and lockouts -- Libraries.
Labor unions -- Organizing -- California.
Wages -- Women.
Strikes and lockouts.
Pay equity.
Strikes and lockouts -- Civil service.
San Jose Public Library.
AFSCME. Local 101 (San Jose, Calif.)

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**Series 1: Correspondence 1979-1985**

- **Extent:** 2 folders (box 1, folders 1-2)
- **Scope and Contents**
  Comprises correspondence between AFSCME Local 101 business agents and City of San Jose managers and administrators. Also includes correspondence from and to Patricia Curia in her position as chairperson of the Concerned Library Activist Workers (CLAW), and as relates to her research on salaries and pay equity issues for librarians.
- **Arrangement**
  Arranged chronologically.

- **box 1, folder 1**
  Strike correspondence 1979-1983

- **box 1, folder 2**
  Patricia Curia correspondence 1980-1985

**Series 2: Comparable Worth/Pay Equity Research Materials 1972-1985**

- **Extent:** 7 folders (box 1, folders 3-8; Box 2, folder 1)
- **Scope and Contents**
  Includes scholarly articles, reports, and studies pertaining to the issues of comparable worth and pay equity. Also includes notes, flyers, and reference material related to the Hay Study. Patricia Curia was the San Jose Public Library representative on the Hay Study team in 1980.
- **Arrangement**
  Arranged as received.

- **box 1, folder 3**
  Hay Study and job evaluation 1972-1982

- **box 1, folder 4-7**
  Comparable Worth articles, studies and research materials 1972-1985

- **box 1, folder 8**
  Pay equity in libraries 1977-1982

- **box 2, folder 1**
  Comparable Worth Workshop resource packet 1979

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Extent: 9 folders (box 2, folders 2-10)

Scope and Contents
Newspaper clippings, newsletters, librarian periodicals, and union-produced bulletins related to the 1981 San Jose city worker's strike and pay equity in general.

Arrangement
Arranged as received.

box 2, folder 2 Librarian periodicals 1978-1983
box 2, folder 3 AFSCME strike bulletins 1979-1981
box 2, folder 4-6 Strike clippings 1980-1983

Extent: 3 folders

box 2, folder 7 Comparable worth and pay equity clippings 1980-1985
box 2, folder 8 Comparable Worth Project newsletter 1981-1982
box 2, folder 9 City of San Jose and AFSCME Local 101 Memorandum of Agreement 1981-1983
box 2, folder 10 Concerned Library Activist Workers (CLAW) newsletters, bulletins, and correspondence 1981-1984

Series 4: Oral History 2005

Extent: 1 folder (box 2, folder 11)

Scope and Contents
Transcripts of a 2005 interview with Patricia Curia on the subject of the San Jose Library comparable worth labor strike.

Arrangement
Arranged as received.

box 2, folder 11 Pat Curia oral history transcript 2005