Guide to Documents and Reports on

Comparable Worth in the State of Washington

1964 - 1995

Washington State Archives
Office of the Secretary of State
Olympia, Washington
Guide to Documents and Reports on

Comparable Worth in the State of Washington

1964-1995

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OVERVIEW OF COLLECTION

Access Numbers: AR5-1-46; AR5-6-5; AR255-1-46

Repository: Office of the Secretary of State
Washington State Archives
1129 Washington Street SE
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Creator: Office of the Attorney General; Representative Jennifer Belcher

Title: Comparable Worth in the State of Washington

Dates: 1964-1995

Extent: 8.5 cubic feet

Summary: In recognition of the possibility that women in state government were being paid less for performing similar jobs, in 1974 Governor Daniel J. Evans instituted a study of the problem. Subsequent studies revealed that the problem was enormous, but nothing was done to deal with it.

In 1981 the American Federation of State County and Municipal Employees (AFSCME) filed a complaint with the U.S. Equal Opportunity Commission, but again no action ensued. In frustration, AFSCME filed suit in U.S. District Court. Judge Tanner ruled that the state was guilty of salary discrimination based on gender, and ordered the state to take action to deal with the situation.

In 1984 the State of Washington appealed the District Court’s decision to the Ninth Circuit Court of Appeals, which reversed the lower court’s decision. In the meantime the state and AFSCME had reached an agreement to address the issue. In 1986 the U.S. District Court approved the settlement agreement, and the Washington State Legislature passed legislation which appropriated the funds to implement the changes, with a target date of comparable worth equity by July 1, 1992

Language: Collection materials are in English.
**ADMINISTRATIVE INFORMATION**

**Restrictions on Access:** Collection is open and available for research

**Restrictions on Use:** No restrictions

**Preferred Citation:** Washington State Archives, State Government Archives, Guide to Documents and Reports on Comparable Worth in the State of Washington, 1964-1995

**Custodial History:** These records were created by the Washington Attorney General’s Office and State Representative Jennifer Belcher.

**Acquisition:** The records were transferred from the Attorney General’s Office in several different batches over the years, then screened and combined into one collection in 2007. Representative Jennifer Belcher’s addition to the collection was donated to the Archives in 2001 as a part of a larger collection. The Comparable Worth portion of the collection was segregated out and moved to this collection in 2007.

**Processing:** In 2007, the records were inventoried and appraised. Duplicates, ephemera, routine correspondence and printed materials from other state and organizations were discarded. The records which were retained were placed in acid-free folders and in an acid-free box.

**DESCRIPTIVE SUMMARY**

**Comparable Worth Timeline, 1974 - 1986**

**1974:**

The first state comparable study in the country was conducted by the State of Washington in 1974 at the request of Governor Daniel J. Evans. The intent of the study was to identify salary differences in job classes predominantly filled by men and those predominantly filled by women. Predominance was defined as 70% or more of one sex. A point factor job evaluation method applied across occupational categories was used to identify jobs of comparable worth. The methodology which he state used was developed by Norman D. Willis and Associates. The study concluded that the salaries of women were approximately 20% lower than comparable jobs held by men.

**1976:**

In 1976 another comparable worth conducted at the request of Governor Evans. The purpose of the study was to evaluate the job classes used as benchmarks in the state’s prevailing wage rate survey. This resulted in 85 more job classes being evaluated as well as the reevaluation of some of the job classes evaluated in 1974.
1976:

In his proposed budget for the 1977-79 biennium, Governor Evans requested $7 million to begin partial implementation of a compensation system based upon job point factor evaluations for employees of the State of Washington. The requested appropriation was not included in the final budget as passed by the legislature.

1977:

In connection with a general revision of the salary survey law the 1977 legislature directed the state’s two personnel agencies, the Department of Personnel and the Higher Education Personnel Board, to conduct a biennial comparable worth study.

1978:

The Department of Personnel and the Higher Education Personnel Board did updates to the comparable worth study.

1980:

In the 1980 comparable worth study, the two personnel agencies evaluated 78 additional job classes.

1981:

The American Federation of State, County and Municipal Employees (AFSCME) filed a complaint with the U.S. Equal Employment Opportunity Commission alleging that discrimination in wage rates by gender was a violation of the Civil Rights Act. The EEOC took no action.

1982:

Senate Bill 4769 was introduced in the legislature. It would have initiated salary increases beginning in 1983 and fully funded full comparable worth by 1993. It was amended in the House to address only those classes paid less than indicated by the comparable worth average salary practice line. The amended bill died in the Senate.

1982:

In August, 1982, AFSCME filed a lawsuit in U.S. District Court alleging discrimination by the state for failing to pay its employees in predominantly female job classes, wages comparable with males.

1983:

The 1983-85 state budget directed DOP and HEPB to provide salary increases of $100.00 per year for all employees whose salaries were measured as at least 20% below the comparable worth average salary practice line.
1983:

SSB 3248 was introduced in the legislature, a bill identical to Senate Bill 4769 which died in 1982. The bill requires that salary increases to reflect implementation of comparable worth be included in the basic personnel board salary surveys, that increases in salaries and compensation to achieve comparable worth be made annually, and that full comparable worth be achieved by June, 1993.

1983:

In December, 1983, U.S. District Court Judge Tanner ruled in AFSCME v. Washington that the state was guilty of sex discrimination in compensation rates based on sex. The court ordered the state to immediately implement SSB 3248 (above) and to pay back pay back to 1979.

1984:

The State of Washington appealed the U.S. District Court decision to the Ninth Circuit Court of Appeals.

1984:

The legislature established a Joint Select Committee on Comparable Worth Implementation to review methods for implementing the 1983 legislation.

1985:

In September, 1985, the Ninth Circuit Court of Appeals ruled that in AFSCME v. Washington the state did not violate the Civil Rights Act, thereby reversing the decision by the Judge Tanner’s U.S. District Court.

1985

In December, 1985, AFSCME and the State of Washington reached an agreement to settle SFSCME v. Washington.

1986:

The Washington State Legislature ratified the settlement agreement.

1986:

The U.S. District Court approved the settlement agreement. The settlement provided for a beginning payment of $41,427,000. in salary increases implementing comparable worth, and for an additional $10,000,000. each year through 1992.
**Scope and Content:**

The collection documents history of comparable worth in the State of Washington. It includes the Attorney General’s case files, the files of the public relations office of the Attorney General, and the files of the Joint Select Committee on Comparable Worth Implementation, chaired by Representative Jennifer Belcher.

Records include court documents, committee minutes, correspondence, legislation, newspaper and magazine articles, reports, studies, and other related material.

**System of Arrangement:**

The files are arranged by collection, then alphabetically by file title or subject.
Attorney General – Comparable Worth Case Files

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General Documentation, Vols. I-VI, 1983

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Complaint, 1983
Defendants’ Proposed Findings, Conclusions and Order, 1983
Injunction, 12/14/1983
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Motion to Strike, 1984
Opinion and Declaratory Judgment, 1983
Order Appointing Special Master, 1983
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Orders
Plaintiffs’ Pre-Trial Brief, 1983
Plaintiffs’ Proposed Findings of Fact, 1983
Post-Ninth Circuit Court Decision, 1986
Proposed Comparable Worth Settlement, 1986
Remedy Trial Brief, 1983
Special Master, Pleadings and Reports, 1983

U.S. Court of Appeals – AFSCME et al v. State of Washington et al
Appeal Summary
Appellee Petition for Re-Hearing, 1985
Case Correspondence, 1984-85
Excerpt of Record, Vol.I
Excerpt of Record, Vol.I, Supplemental

Box 4 U.S. Court of Appeals – AFSCME et al v. State of Washington et al
Excerpt of Record, Vols. II-VIII, 1984
Excerpt of Record, Supplemental, 1984
Appellants Briefs, 1984
Appellants Brief, Reply, 1984
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   AFL-CIO
   Association of Washington Businesses
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   Equal Employment Advisory Council
Mountain States Legal Foundation
National Association for the Advancement of Colored People
National Center for Economic Alternatives

Box 5 U.S. Court of Appeals – AFSCME et al v. State of Washington et al
Supplemental Briefs, 1984:
National Committee on Pay Equity
National Organization of Women
Pacific Legal Foundation
Washington Legal Foundation, 1984
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Finding, Vols. I and II, 1984
Notice of Proposed Settlement, 1986
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Comparable Worth Agreement, 12/31/1985
Comparable Worth Evaluation Proposals, 1986
Comparable Worth Funding Legislation, 1986
Comparable Worth Implementation, 1985-86
Comparable Worth Implementation, 1990-93
Comparable Worth Implementation, Legislation Evaluation and Accountability Program (LEAP), Study, 1986-87
Comparable Worth Implementation Study, Hubbard and Revo-Cohen, Report, 1986-87
Comparable Worth in Washington, Chronology, 1974-92
Comparable Worth: Issue for the 80s, U.S. Civil Rights Commission, 1984

Box 6 Comparable Worth, General Files
Comparable Worth, Issues, Evidence and Impacts, 1985
Comparable Worth, Review Correspondence, 1993-95
“Comparable Worth Revisited,” 1988
Comparable Worth, Settlement Discussions, 1983
Comparable Worth Study Committee, 1978-83
Comparable Worth, Interim Report, 1986
Comparable Worth, Study Report, 1987
Comparable Worth, Update, 1979
Comparable Worth Study Task Force, 1986
Comparable Worth, Summary
Compensation Plan Revisions, 1989
Federal Equal Pay Act and Comparable Worth, 1986
Gregoire, Christine, Lawsuit Correspondence, 1983-85
Heath, Richard, Speech, 1984
Higher Education Personnel Board, Implementation Alternatives
Information Packet, 1984
Joint Select Committee on Comparable Worth, 1984
Joint Select Committee on Comparable Worth, Final Report
Joint Select Committee on Comparable Worth, Separate Report
Legislation, 1983 IX, Chapter 75, 1983
National Association of Personnel Executives, Comparable Worth
Conference, 1984
Newspaper Articles, 19983-85
Northwestern University Law Review Article, 1984
Office of Financial Management, Comparable Worth Alternatives, 1985
Pay Equity, 1985
Personnel Dept., Implementation of Comparable Worth, 1985
State Compensation Plans, 1985-86
Symposium on Equity and the Law, 1985
U.S. Civil Rights Commission, Comparable Worth Statement, 1985
U.S. General Accounting Office, Comments on Comparable Worth, 1985
U.S. General Accounting Office, Pay Equity in Washington State, 1992
Willis Report, Pay Equity- Facts and Strategies
Willis Report, 1974
Willis Report, 1976
Willis Report, Phase 2, 1976

Box 7 Comparable Worth, Public Relations Files

Comparable Worth Agreement, 1986
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Correspondence, Senator Dan Evans Letter, 10/11/1984
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U.S. Court of Appeals, Appellees’ Petition, 1984
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U.S. Court of Appeals, Order, 1984
U.S. District Court, Injunction, 1983
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U.S. District Court, Opinion and Declaratory Judgment, 1983
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Jennifer Belcher – Joint Select Committee on Comparable Worth Implementation

Box 8  Comparable Worth, General Files

Chronology, 1974-84  
“Comparable Worth – Implications for Washington State,” 1984  
“Comparable Worth, Pay Equity,” 1983  
“Comparable Worth, The Employers’ Perspective,” 1982  
Correspondence, General, 1991-92  
Definition of Comparable Worth  
“History of Comparable Worth in the State of Washington,” 1987  
Legislation, 1983-84  
Legislation, 1985-86  
Magazine and Journal Articles, 1983-85  
Media and News Releases, 1983-85  
National Committee on Pay Equity, Congressional Testimony, 1982  
Newspaper Clippings, 1983-86  
Speeches, 1984-90  
“States Divided Over Comparable Worth,” 1985  
Studies and Research Papers, 1987  
Study Report, Dept. of Personnel, January, 1983  
Summary of Comparable Worth  
“The Case for Comparable Worth,” Audio Presentation  
Washington State Job Classification and Review Report, 1987  
Willis Evaluation Chart, 1980-84  
Willis Method of Job Evaluation, Review, 1986  
Willis, Pay Equity Facts and Strategies, 1983

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U.S. District Court Oral Decision, 1983  
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U.S. District Court Opinion and Declaratory Judgment, 1981  
U.S. District Court, Order Appointing Special Master, 1983  
Attorney General Summary, 10/4/1983  
Senate Ways and Means Committee Review, 12/19/1983  
AFSCME Appeal to U.S. Court of Appeals, 3/15/1984  
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AFSCME Appeal to U.S. Court of Appeals, 9/17/1985  
AFSCME Appeal to U.S. Court of Appeals, Appellant Brief, 1984  
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Meeting Files and Correspondence, 7/31/1984
Meeting Files and Correspondence, 11/12/1984
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Final Report, 1987

Box 9 Implementation
Implementation Report, 5/9/1985
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Implementation Alternatives, Office of Financial Management, 1984
Implementation, Higher Education Personnel Board, 1991
Implementation Report, House Ways and Means Committee, 1985
Implementation Report, Personnel Board, 1984
Implementation Proposal, Attorney General, 1/9/1986
Implementation, State Budget Appropriations, 1985
Implementation Study, Hubbard & Revo-Cohen, 1986
Legislative Evaluation and Accountability Committee Report, 1987
Implementation Time-Table, 3/21/1984
Implementation Review, 1991
Implementation Follow-Up Report, 1990-91