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LAKEWOOD PUBLIC LIBRARY

UNION NEWSLETTER

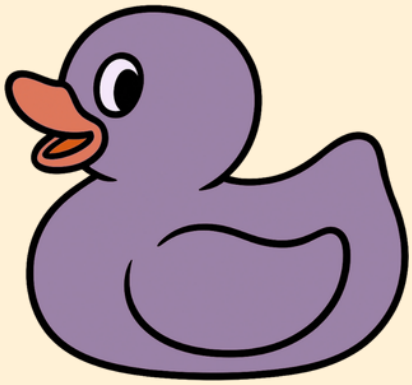


Are you DUCKING kidding me?!

Unionized library workers can negotiate for better pay, benefits, fair treatment, and enforceable workplace rights. Those gains matter to workers, but their benefits can reach beyond the bargaining unit.

When one library raises its standards, nearby libraries may feel pressure to review their own wages to attract and retain staff. Pay for non-union supervisors and managers may rise as well, helping maintain appropriate differences between their roles and those they oversee.

The community benefits, too. Workers who feel supported and heard are better positioned to build relationships with patrons, share their knowledge, and provide welcoming, consistent service. Investing in library workers is one way to invest in the library everyone relies on.



Wear Your Purple

Why? It might seem trivial but visible unity is our strongest tool. When we wear union purple, lanyards, buttons, shirts, or accessories, we demonstrate our collective strength and solidarity. Wearing purple ensures no individual worker stands alone or can be singled out by mangement. It shows leadership that our movement is widespread, unified, and growing stronger every day.

SEIU DISTRICT 1199WV/KY/OH
Stronger Together

LETS MAKE HISTORY!

In Lakewood Public Library's 110 year history, employees here have never enjoyed the rights and benefits that come with being part of a union! Let's make history

Union Members Do Better

When Library Workers Thrive, Communities Benefit

Staff at Lakewood do not have transparent, independent access to their PTO balances.
- Employees have to rely on administration or payroll staff to learn how much earned leave they have available and the process for getting approval is not always the most tranparent.

Caring for the People Who Care for Lakewood

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The Lakewood Public Library is more than a place to borrow books. It's a welcoming space where neighbors can learn, find resources, ask questions, and feel connected to their community.
That welcome doesn't happen on its own. Library workers help people find what they need, make programs possible, and keep the library running every day. They care for Lakewood with patience, skill, and dedication.
If we want a strong library, we must care for the people who make it work. Fair pay, adequate staffing, safe working conditions, and a meaningful voice on the job help library workers continue to serve our community well.
When we support library workers, we support the Lakewood Public Library—and everyone who depends on it.

QUESTIONS AND ANSWERS ABOUT FORMING OUR UNION

Q. How do we know we can make improvements by forming our union?

A: The recent victory at Cleveland Public Library is an example of how when we stick together we can make improvements. Members there have just ratified their contract and it guarantees everyone a minimum 5% raise and a bonus that is thousands of dollars for each member. Right now we don't have any formal negotiation but once we win our election we are going to be in a much stronger position because we will be a united group.

Q: Can we lose anything we currently have or benefits we enjoy?

A: The short answer is no, the employer cannot slash your benefits because you are organizing. Federal law requires the employer to maintain the 'status quo' while we negotiate our first contract. Without a union, the boss can change our healthcare, wages, or PTO whenever they want, and we have no say. When we unionize, we lock in what we have and build up from there. We are the union. No contract can be signed, and no benefits can be changed, without a vote and approval from all of us. We aren't starting from zero; we are starting from where we are today and fighting for more.

Q: What's the deal with union dues and why is management saying a different number than the union?

A: We don't know why they are using different numbers. Dues are decided by members, are written into the union's constitution, and can't be changed without a membership vote. They are 1.75% of straight time earnings and there are no initiation fees for newly organized members.

Why is management sending us discouraging emails about the union?

A: This is pretty typical. Administration has all the discretion and 100% of decision making power right now and they don't want to have to answer to our Union. Once we win our election, we get to sit down as equals and bargain a contract that will make things better for us and the library as a whole. We look forward to working together with the administration on making real improvements for everyone at Lakewood Public Library.