AUGUST 25, 2026 | ISSUE 1

LAKEWOOD PUBLIC LIBRARY

UNION NEWSLETTER

OUR LIBRARY. OUR TEAM. OUR UNION.



Have you heard?

On Tuesday, August 11th, the staff of the Lakewood Public Library took the momentous step of filing with the State of Ohio to form a union with SEIU 1199, the largest library union in Ohio. Expect news on our election date and process.

Know Your Rights!

- You have the right to form a union with your fellow employees.
- You have the right to read, distribute and discuss union literature.
- You have the right to encourage your co-workers to form a union.
- You have the right to attend union meetings.
- You also have rights covered under your constitutional right to freedom of speech and freedom of association.



Our Goals

- Increase job security and have a voice on policies that affect our work.
- Increased transparency around the PTO program, amount of pay, and better benefits.
- Wage increases that keep up with the increasing costs of living.
- The right to vote on any changes in working conditions before they take effect!

SEIU DISTRICT 1199WV/KY/OH
Stronger Together

SHOW YOUR SUPPORT AND WEAR YOUR PURPLE LANYARDS AND BUTTONS!

Cleveland Public Library Workers Win Big!

Union members at CPL have won a historic agreement without the need to go on strike. Highlights include:

- **5% immediate raise** including retroactive pay back to January 1st, 2026.
- **Increased right to paid time off**, especially parental leave and bereavement.
- **$500 ratification bonus.**
- This adds up to an immediate raise and bonus check of between **$2,111 and $4,279, depending on wage rate** and hours worked in 2026.
- Many more specific improvements!
- This is a huge step forward to help **library professionals keep moving forward** as we all attempt to deal with the rising costs in our economy!

QUESTIONS AND ANSWERS ABOUT FORMING OUR UNION

Q: Is it true that we can't talk to our managers if we form a union?
A: No, of course you will continue to talk to managers the same as before. The big difference is that no changes to working conditions, benefits, or discipline can happen without representation!

Q: When we form a union, can we lose things we already have?
A: Absolutely not. Our first victory is that significant or major changes to any working conditions can't happen without us voting to ratify it in our contract. We are not voting to lose anything!

Q: What are union dues?
A: No one pays dues until you have a contract that you all bargain and approve and then the dues are 1.75% of straight time wages. Dues are not deducted on overtime.

Q: Will we be forced to go on strike if we form a union?
A: No one goes on strike unless you all decide to go on strike by a vote of the majority of the membership and even if you wanted to we would fight using all the power and resources before a strike is considered.