LAKEWOOD PUBLIC LIBRARY UNION NEWSLETTER



We Have an Election Date!!!

All,
Please be aware of the time. Starting December 22 and through January 12, we can mail in ballots to vote YES on forming a union. It's TIME to make our voices heard. It's TIME to be treated with respect. It's TIME for a union for the Lakewood Public Library.

🎃 DON'T BE TRICKED WITH TREATS! 👻

Don't let empty promises or scare tactics distract you from what matters — YOU and YOUR COWORKERS!
Together, we have the power to fight for fair pay, respect, better working conditions, and a stronger voice on the job.
💜 DON'T STAND ON THE SIDELINES — GET INVOLVED!

- Talk to your coworkers about the union.
- Stand together and speak up about what needs to change.
- Get involved, ask questions, and help build our strength!

✊ Our strength is in our unity. The more we stand together, the stronger our voices become!
This Halloween, don't get tricked out of the future you deserve.
Stand with your coworkers. Stand with SEIU 1199!
💜

On Wednesdays, We Wear Purple



(...and honestly, any other day you want to show off your solidarity!)

When we wear union purple—whether it's a lanyard, button, shirt, or accessory—we demonstrate our collective strength and solidarity. Showing up in purple lets leadership know that we are unified, visible, and growing stronger every day.

Remember, there is real protection in numbers: the more of us who stand together visibly, the stronger and safer we all are. Take a look around during your shift and notice how many of your coworkers are wearing purple right alongside you!
So join the club: grab some purple gear and wear it proudly to show our shared commitment to each other.

SEIU DISTRICT 1199WV/KY/OH
Stronger Together

ACTION STEPS!!! WE NEED YOU!!!

Did you hear what the community said in October?
Come to the next board meeting: **Thursday, November 12, 2026, 7:00 p.m.**
Madison Branch Meeting Room



Vote YES for a Union with SEIU District 1199.

When Managment Suddenly Gets More Attentive

When employees begin talking about unionizing, managers may start reaching out more often. They might send emails asking for feedback, schedule in-office meetings to hear concerns, or help with everyday tasks they had rarely done before.

That attention can be welcome, and some changes may be sincere. But employees may also wonder why their concerns are receiving attention now. A useful question is whether the support continues over time and leads to lasting improvements.

Workers deserve to discuss their workplace and make their own decisions about organizing. Whatever they decide, listening to employees should be an ongoing practice—not something that begins only when they seek a stronger voice. And agreements should be binding and not taken away when the push for a union ceases.

QUESTIONS AND ANSWERS ABOUT FORMING OUR UNION

Q. Do bosses keep the promises they make when employees are trying to unionize?

A: Sometimes—but a promise made during a union campaign isn't the same as a negotiated agreement. Ask what's being promised, when it will happen, and whether it will be put in writing. A union contract gives staff a way to negotiate commitments and hold management to the terms both sides agree to.

Q. Will a union automatically fix staffing, pay, and scheduling?

A: No. A union gives staff a collective voice and a process for negotiating those issues. What goes into a first contract depends on what staff prioritize and what they can win at the bargaining table. The staff selected to be your representatives within the union will listen to their coworkers and negotiate for better pay, fair scheduling, and other concerns that their teammates feel are important issues worth fighting for.

Q: Will staff have a say in what the union asks for?

A: Yes—that's the point. Staff can identify shared priorities, help shape bargaining proposals, and participate in decisions about an agreement. The union is the workers acting together, not an outside group making decisions for them.

Q: Can management retaliate against staff for organizing?

A: Workers have legal protections for organizing, though the rules differ for public and private libraries and by location. Protections don't mean problems never happen. If staff are concerned about a specific incident, they should document what happened and seek advice from a union representative or labor professional.

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