LAKEWOOD PUBLIC LIBRARY

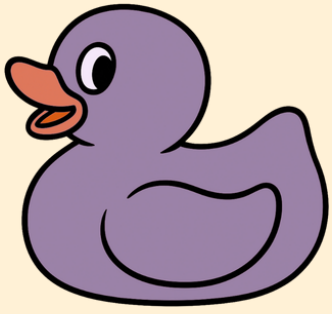
UNION NEWSLETTER



WE ARE OUR UNION

- **WE make the decisions**: We elect our own bargaining committee from among our peers, we vote on our contract priorities, and we vote on whether to ratify the final agreement.
- **WE are the voice:** Any major decision requires a democratic vote by the people working right alongside us in the library.
- **STRENGTH IN NUMBERS**: Right now, individual staff members have very little leverage when asking for changes to pay, schedules, or policies. When management says “You don’t really need a middleman” they really mean they prefer to deal with employees one-on-one, where they hold all the cards. *Coming together as a union gives us collective strength.*

WE DESERVE RESPECT AND A VOICE ON THE JOB



Wear Your Purple

When we wear union purple, lanyards, buttons, shirts, or accessories, we demonstrate our collective strength and solidarity. We show leadership we are unified, and growing stronger every day.

SEIU DISTRICT 1199WV/KY/OH
Stronger Together

NEXT UP....

Attend the October Board Meeting with your fellow supporters!!!

Thursday, October 08, 2026, 7:00 p.m.
Madison Branch Meeting Room



LORAIN LIBRARY WORKERS BARGAINING WIN

In 2026 bargaining, Lorain Public Library System workers and SEIU District 1199 negotiated pay-scale increases of 4.5%, 3%, and 3%, with raises retroactive to April 1, 2026. Probationary employees gained the ability to use vacation time as they earn it, and the library agreed to close at 5 p.m. on the day before Thanksgiving and on New Year's Eve.

The agreement also lowered health-insurance premium caps for July 2026 through June 2028. It updated contract language from "same sex marriage" to "marriage equality," protected bargaining rights if the COG makes changes, and requires the library to share COG plan documents and communications with union executive board members. Other changes address Sunday scheduling and active-shooter training.

Lakewood library workers deserve a voice at the bargaining table, too.

Vote YES for a Union with SEIU District 1199.

QUESTIONS AND ANSWERS ABOUT FORMING OUR UNION

Q. If we have an "open door" policy, how will a Union change how our voices are heard?

A: Without a Union, we rely entirely on managements goodwill. A Union turns informal policy into an enforceable, legal contract where your voice actually carries weight. With an "open door", management can listen to your concern but they are under no legal obligation to actually do anything about them. We deserve to have our voices heard fully, not at management's will.

Q: What exactly is subject to collective bargaining?

A: Collective bargaining covers the core aspects of our daily work life, such as pay, benefits, schedules, and workplace safety. It gives us a voice on the job and a seat at the table. We get a say in the decisions that will affect us all and cannot be changed on management's whim.

Q: What would joining the union actually change for me at work?

A: A Union opens the door for changes at the workplace such as better wages and benefits, job security and workplace protections, handling grievances, and consistency on the job. It gives us a collective voice and creates a clear set of expectations through a union contract. We can come together to advocate for the workplace we rightfully deserve.

Q: Could I get in trouble at work for supporting or joining a union?

A: No. Workers generally have legal protections when it comes to supporting or joining a union. You have the right to discuss workplace issues with coworkers, support a union, and participate in union activities without being threatened, disciplined, or fired for exercising those rights. Employers are also prohibited from retaliating against workers because they support union activity.

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