

Vote YES for a Union with SEIU District 1199.

What a Union Contract Can Deliver

At Lorain Public Library System, staff represented by SEIU District 1199 negotiated a new contract with raises of 4.5%, 3%, and 3% over three years, with raises retroactive to April 1, 2026. They also secured lower health-insurance premium caps for the first two years, the right for probationary employees to use vacation time as they earn it, and a requirement for at least two staff members at operating satellite locations.

The agreement also gives staff a regular forum to discuss training and job duties with management. These are concrete improvements Lorain library workers won together—and an example of what Lakewood Public Library workers could work toward through a union.

Union Members Do Better

October Board Meeting

At our recent board meeting, community members turned out in record numbers to support our union efforts, packing the room so full that extra chairs had to be brought in. Wearing purple in support, frequent patrons and fellow union workers spoke during public comment to highlight the critical role staff play in the library's success. They emphasized that protecting our collective voice and bargaining rights is essential to preserving the library's quality and reputation.

Speakers delivered powerful personal stories about the value of union representation, urging the board to give workers the diginity of a say in their workplace. From moving calls to emotion to a lighthearted speaker passing out purple ducks to show they "give a duck about workers," the strong community presence made a clear impact on the board.

QUESTIONS AND ANSWERS ABOUT FORMING OUR UNION

Q. Should professional librarians be included in the same bargaining unit as non-professional librarians?

A: YES! Voting for a single, unified bargaining unit builds maximum solidarity and collective bargaining power. Because daily library operations rely on seamless teamwork between support staff and MLIS credentialed librarians, a single unit prevents managment from dividing the workforce, simplifies contract administration, and ensures all employees stand together for stronger wages, better benefits, and a safer workplace.

Q: Will my pay go down if we form a union?

A: NO! You and your coworkers write and vote on the union contract, and you woul never vote to approve a contract that reduces your pay. When workers unionize, base pay is protected, the entire goal of collective bargaining is to lock in guaranteed pay raises, establish fair salary scales, and protect existing benefits. Stats: In Ohio, according to Policy Matters Ohio and US Bureau of Labor Statistics data, union-represented workers in Ohio earn approximately 13% - 14% more on average than their non-union counterparts doing similar work.

SEIU DISTRICT 1199WV/KY/OH
Stronger Together