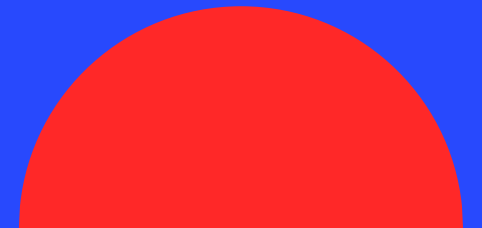
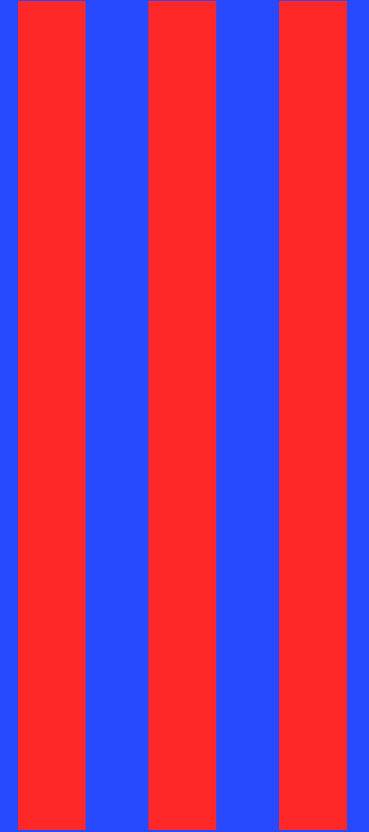


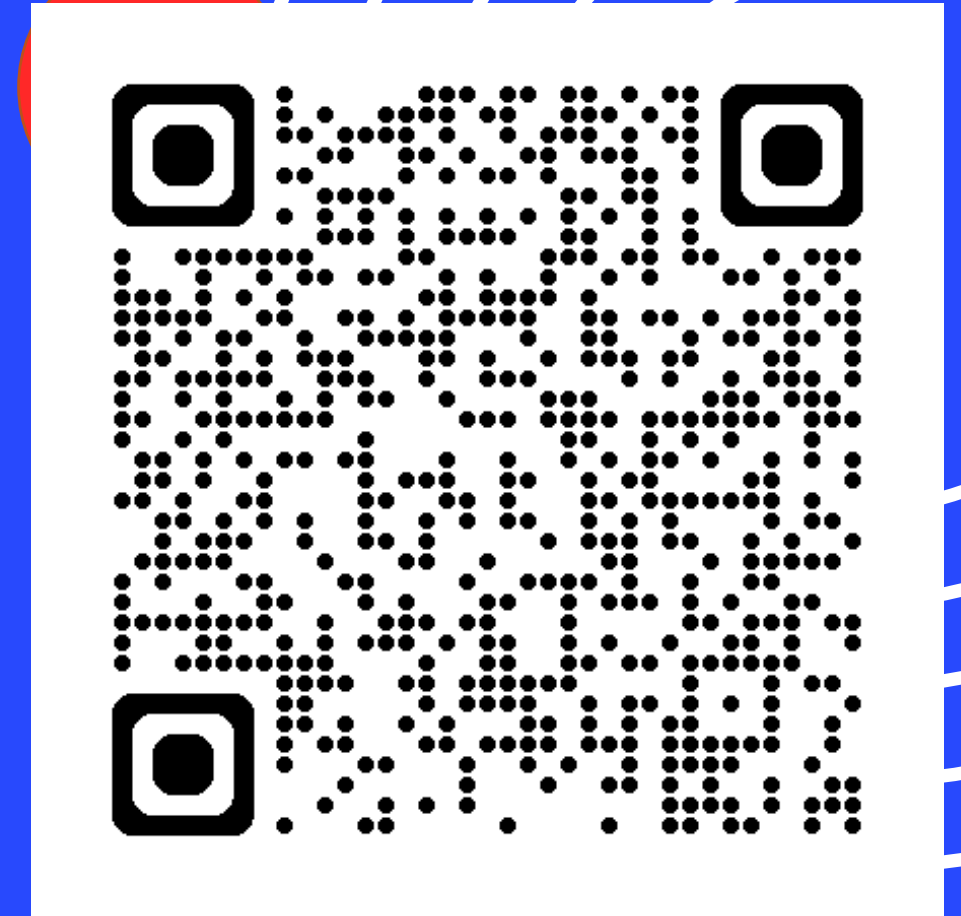
Labor Unions in New Jersey Libraries

**Presented by the NJLA Personnel
Administration Subcommittee
(PAC) – May 31, 2024**



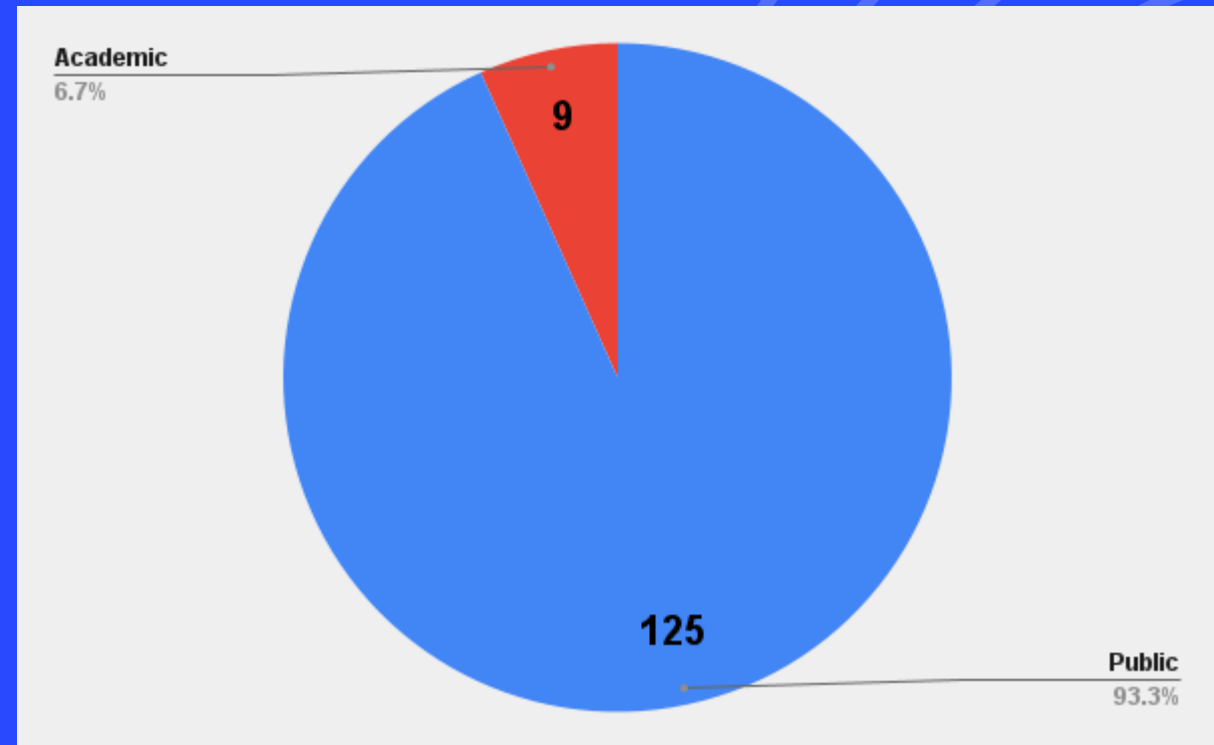
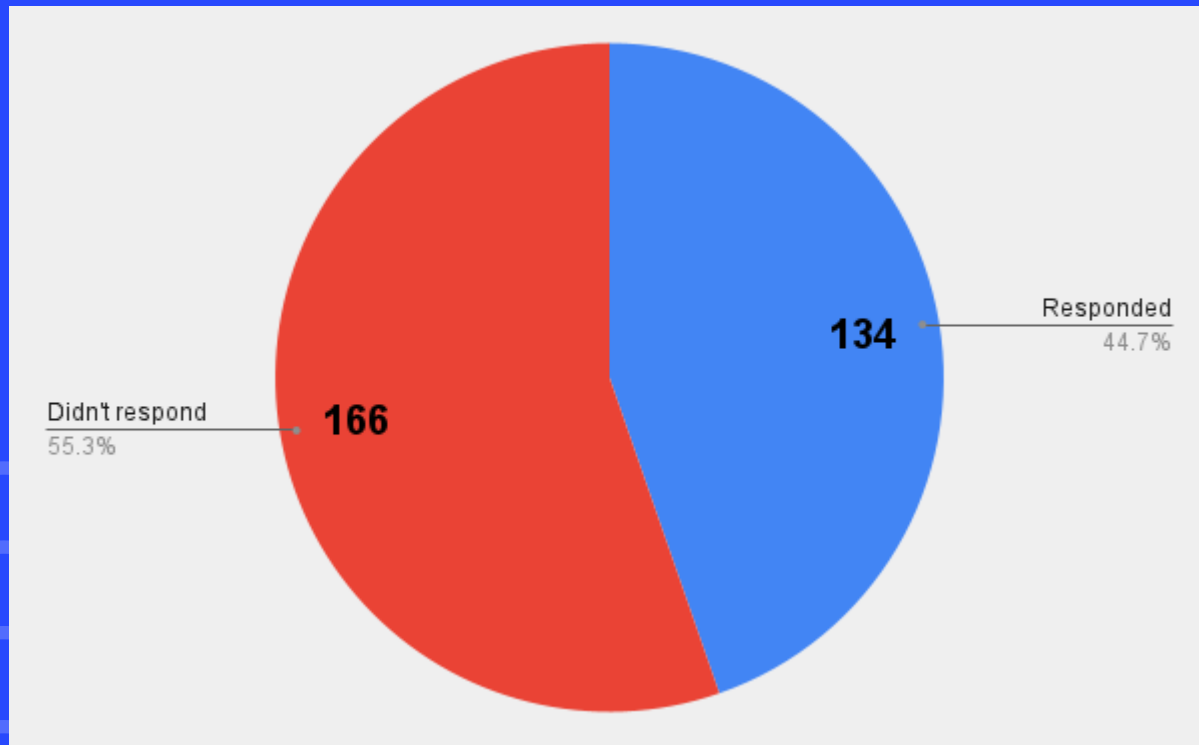
Resources

- List of **73 unionized public and academic libraries** in New Jersey (as complete as we know). No school libraries. Academic libraries are undercounted.
- Resources from American Library Association-Allied Professional Association (ALA-APA) and Rutgers' Union Leadership Academy
- National Labor Relations Board (Rights to form a union and to be represented in disciplinary matters)
- Civil Service Libraries (A library may be unionized, civil service, both, or neither.)

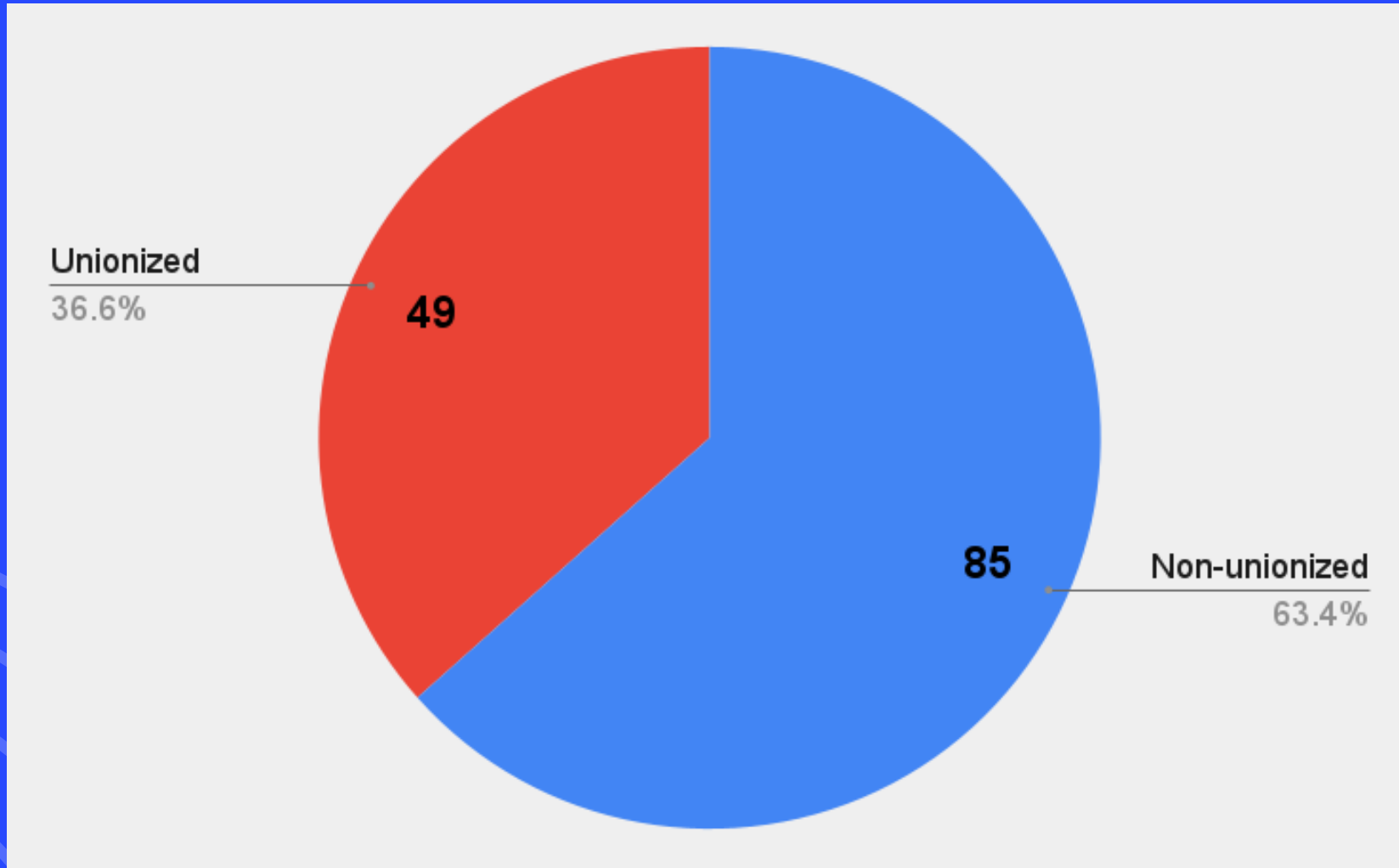


njlamembers.org/library-labor-unions

Survey of 300 academic and public library directors (April-May 2024)

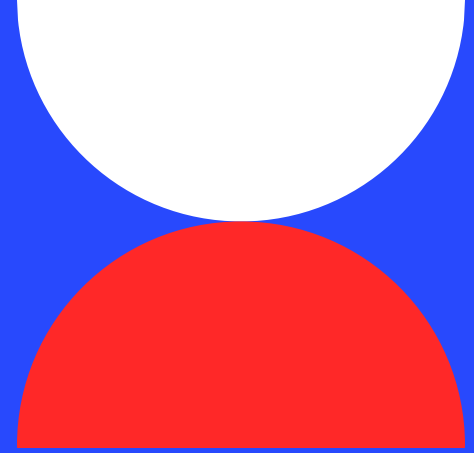


Unionized vs. non-unionized libraries, from the same survey

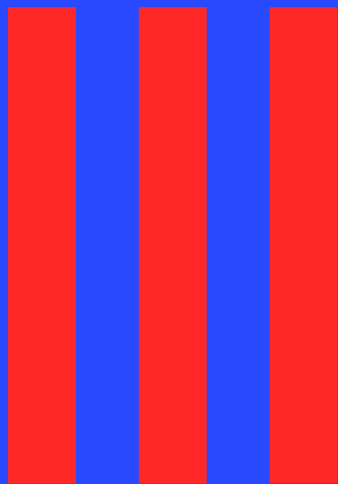
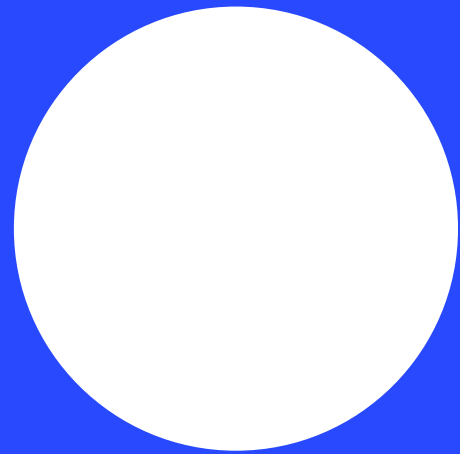


Issues of Representation

- Name of union
- Dues amounts/percentages.
- Brief history of the union
- Whom do you represent in the library and, if applicable, other areas of the organization?
- Which library workers are not represented by the union?



How does the union operate?



- Benefits of the union. What would be different if there were no union?
- Challenges the union faces
- Issues the union wants to address
- Recent union actions/campaigns
- Contract ratification process
- Is your library civil service? How does this mesh with the union status?
- Why should you start a union?

Today's speakers

- Amy Joyner, Head Accounting Clerk at Rutgers University Libraries. Represented by AFSCME COLT (American Federation of State, County and Municipal Employees, Clerical, Office, Laboratory & Technical Workers) Local 1761.
- Allison Ryan, Adult Services Supervisor at the Montgomery Branch at Somerset County Library System of New Jersey. Represented by OPEIU (Office of Professional Employees International Union) Local 32.
- Beth Zak-Cohen, Librarian, Charles F. Cummings New Jersey Information Center, Newark Public Library. Represented by AFSCME Local 2298.



Thank you

Eric Schwarz

**Chair, NJLA Personnel Administration
Subcommittee (PAC)**

pac@njlamembers.org

