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

- Unionized: 36.6% (49 libraries)
- Non-unionized: 63.4% (85 libraries)
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