

Dear Colleagues,

In July 2025, ALA launched a new strategic plan that optimistically detailed objectives for organizational redesign, financial stability, library advocacy, improved member experience, and professional development for library workers. ALA staff work relentlessly toward these goals because we strongly believe in our mission and we love our members. Our work makes a difference in the lives of all library workers and library users, and we are immensely grateful for our members' goodwill and support.

To protect staff's work, well-being, and ALA's future, we have formed our union, ALA Workers United, with AFSCME Council 31. We're honored to join library workers and nonprofit workers from pivotal cultural institutions in collectively organizing to preserve the best of ALA and secure workplace improvements that will benefit staff, members, and leadership for ALA's next 150 years.

Many staff have previously expressed concerns about ALA's work environment, but recent multi-round layoffs, increased workloads, benefits reductions, financial crises, ingrained salary disparities, and lack of transparent decision-making have motivated us to come together in our union. Despite these many challenges, we still believe ALA is an inspiring place to work and want to see it succeed. We will be able to create a sustainable future that restores, reimagines, and reinvigorates ALA's crucial advocacy by negotiating an equitable labor contract.

We are committed to advocating for policies that ALA employees deserve, including:

- Competitive, equitable salaries in a transparent structure, with regular cost-of-living increases;
- Comprehensive benefits, including paid parental leave and stable health and retirement benefits;
- Job security that preserves talent and knowledge at ALA, helps prevent burnout, and allows us to continue meaningful work without arbitrary layoffs;
- Investment in staff retention through clear professional development and career growth pathways; and
- A voice in developing the organizational strategies and policies that affect us.

We are hopeful that ALA leadership will respect our right to unionize, meet us at the negotiating table in good faith, and consider that resources spent on anti-union efforts would be antithetical to ALA's values and strategic financial stability goals.

In this current political climate, our shared work is more important than ever. Our union helps ensure that ALA will not only endure but thrive for another 150 years. By coming together, we affirm the importance of stability, equity, transparency, and growth. We won't stop advocating for a strong, sustainable future for our organization and the people who make its work possible. This is what a real commitment to Our ALA looks like: investing in people, making voices heard, and standing together.

Sign your card and join us today!

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For more information contact a member of your Organizing Committee or one of your AFSCME Organizers  
Darrianna Rockholt (806) 672-6903 drockholt@afscme31.org  
Angelo Moreno (708) 222-7410 amoreno@afscme31.org

Scan this code to stand with us and sign your union membership card today!

