

University of Washington: Top 10 in Research, Bottom 10 in Libraries & Press Staff Pay



When you compare UW library worker wages to other U.S. universities and account for the Puget Sound's high cost of living, **UW wages rank 96th lowest among 100.**

UW wants to maintain the "status quo" of our working conditions.

Turn the page to see why the "status quo" is NOT working for library workers or you!



**UW
LIBRARIES
UNION**

A PROJECT OF SEIU



LOCAL 925



SEIU

Stronger Together

A brief history of low library wages:



- Library work is a feminized profession which has led to low pay for many job classes across all libraries.
- Library workers must have expensive degrees, certifications, and training required by their positions. These can cost upwards of \$50k for graduate work alone.

What must library staff do to afford living and working in the Puget Sound region?



Endure long commutes (and time away from family) due to locations of affordable housing vs. location of campus



Take on a second or third job to afford student loan payments



Forgo saving money or buying property, living paycheck to paycheck

"The UW Libraries low salaries required me to have a second job for seven years to pay back student loans necessary to get the degree required for academic librarianship."
-Deb Raftus

"My spouse and I have put off having kids because we can't afford them and I'm the primary earner in our family - I have to choose between working at UW and starting a family."
- Allee Monheim,

student loan balance: \$77,943.71

"I can't afford to work here. I can't afford to work at the UW Libraries and take care of my children."
-Jessica Morrow

UW Libraries & Press have a record that doesn't match UW rhetoric on equity, diversity, and inclusion.



- The UW Libraries & Press do not have a successful track record of retaining BIPOC staff.
- Low paying positions keep historically marginalized workers out of library work.
- Staff who were born without generational wealth shoulder more of a burden when taking a position at the UW.
- Higher salaries and better working conditions are ways to advance equity, diversity, and inclusion at UW Libraries and UW Press!



Why this matters to you:

- **Libraries working conditions are student learning conditions**
- **Turnover of library staff of color impacts students; the UW seeks a racially diverse student body but do students see that representation in library workers?**



Help us
challenge the
“status quo” and
fight for better
wages, working
conditions, and
meaningful
equity and
diversity!

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code to sign a
student petition:



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