

The University
of Washington
Libraries and Press
workers are on

STRIKE!

We're striking for:

1. Fair Pay
2. Racial Justice
3. A Fair Workplace →

**UW
LIBRARIES
UNION**

A PROJECT OF SEIU



LOCAL 925



SEIU
Stronger Together

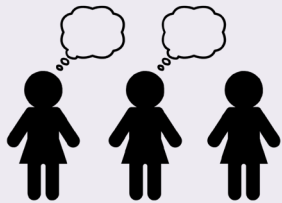
The University of Washington refuses to fund our workplaces at a level that would allow us to sustainably do the important work we do. We believe in the mission of the UW Libraries, Gallagher Law Library, and UW Press and have committed our careers to fostering knowledge in a higher education setting.



WE'RE STRIKING FOR FAIR PAY!

The UW is celebrated as one of the top research institutions in the world but ranks 96th out of 100 among comparable institutions for library staff pay. It's been years since we've had a raise, while the cost of living has increased over 16%.

• We need to keep talented staff!



We've lost 20% of our bargaining unit in the past year. In the UW's own climate survey, two-thirds of Libraries staff reported that they had seriously considered leaving the institution. Our colleagues are leaving the UW for local community colleges, public libraries, and schools where they are paid

higher salaries for less work (30-35 hours per week and summers off).

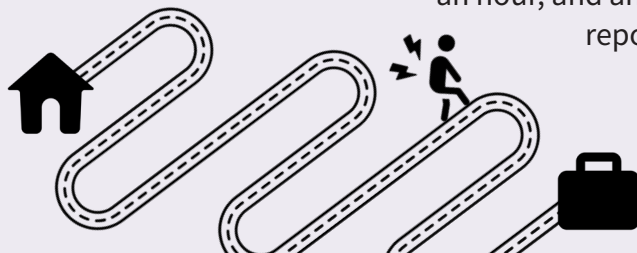
• One job should be enough

In the words of one member, "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."

• We deserve to live near where we work!

Stagnant wages have pushed us farther and farther away from campus. 47% of members report commutes of over

an hour, and an additional 18% report commutes of over two hours.



WE'RE STRIKING FOR A FAIR WORKPLACE!

• We need a sustainable workload!

Staffing cuts and unfilled positions have left many of our colleagues consistently working 10 to 20 hours of overtime per week (without overtime pay) to make up the difference. Nearly a quarter of our members report that they can't complete their duties in a standard 40-hour week and can't ever catch up.



• We need to save our workplace protections!

In our negotiations, UW has frequently proposed to erode or eliminate many of the (slim) protections we currently enjoy.

WE'RE STRIKING FOR RACIAL JUSTICE AND FOR ALL WORKERS!

• UW needs to retain BIPOC staff

UW Libraries and Press have a dismal track record of retaining BIPOC staff. Low-paying positions keep historically marginalized workers out of library work, and staff without generational wealth bear an especially heavy burden. Higher salaries and better working conditions are ways to advance equity, diversity, and inclusion in our workplaces.

• We are united

The UW administration has attempted to divide our bargaining unit by proposing better benefits and protections for librarians than for professional employees, effectively denigrating the work of professional employees.

UW has been wasting our time!



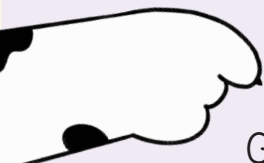
We've been bargaining for a full year, and the UW consistently takes months to respond to proposals. We're now at 2 months with no response on Compensation, 6 months with no response on Professional Development, and 7 months with no response on the Promotion process for librarians.

This delay has COSTS for our members—we can't afford for UW to keep dragging out the negotiations!

Take action with us!

Sign our community petition
in solidarity:

<https://bit.ly/uwlu-community>



Contribute to our
GoFundMe strike fund:

www.linktr.ee/UWLibUnion

Connect with us & amplify our
message on social media:



Facebook, Instagram, and Twitter:
@UWLibUnion



Share our posts and use hashtag:
#UWlibrarySTRIKE