

Library workers in Central Ohio are on a winning streak with the Ohio Federation of Teachers.

April 2026

Libraries are essential infrastructure in our communities, providing information, entertainment, and public services. In order to meet the needs of our patrons and to set standards that allow us to recruit and retain highly skilled staff, librarians and library workers need a voice. We also need and deserve fair treatment and job security.

That's why library workers in Ohio — across multiple library systems — are coming together to build their unions and have a voice at work. Here's a look at what we've accomplished so far.



June 2021 — **Library workers at Worthington Libraries present signed union cards from 70% of workers** & ask for voluntary recognition to join OFT.

More than 750 community members and library patrons contact WL's Board of Trustees in support of the workers. The board declines voluntary recognition but commits to take a neutral, non-oppositional stance.

March 2023 — **Worthington Public Libraries United ratifies their first union contract**, which includes:

- Paid parental and bereavement leave;
- The ability to use vacation days on weekends;
- An end to disciplinary action for unscheduled absences (which include unscheduled sick days);
- Protections against unfair discipline;
- Fair procedures for handling furloughs, layoffs, and transfers;
- Partial tuition reimbursement benefit;
- Board raises averaging more than 15% over the life of the contract;
- A ratification bonus.

The contract is enforceable through a binding grievance and independent arbitration process.

December 2023 — **Grandview Heights Public Library United ratifies their first union contract**, which includes:

- Improvements on parental leave, sick and vacation leave, holidays, and tuition reimbursement;
- A collaborative labor/management committee;
- Health and safety protections;
- Protections against unfair discipline;
- Raises of 12% through the life of the contract.

The contract is enforceable through a binding grievance and independent arbitration process.

May 2024 — **Upper Arlington Public Library workers win their union election to join OFT.** 79% of voters (73% of all eligible workers) voted for their union.

August 2024 — **Library workers at Delaware County District Library present signed union cards from 72% of workers** & ask for voluntary recognition to join OFT. DCDL's Director has pledged neutrality and the workers are currently waiting for the Board's response about voluntary recognition.

March 2025 — **Pickerington Public Library United Staff ratifies their first union contract**, which includes:

- Guaranteed annual raises totaling up to 10.5% over the three year contract.
- Longevity pay (an additional \$0.15 per hour for every year worked at PPL).
- Three weeks of paid parental or family medical leave.
- An improved system for employee evaluations and protection against unfair discipline.

The contract is enforceable through a binding grievance and independent arbitration process.

June 2025 — Worthington Public Libraries United rally to **push Governor DeWine to veto library censorship in the state budget.** OFT organizes nearly 1,200 Ohioans to write to Governor DeWine asking for a veto.

December 2025 — **Library workers at Columbus Metropolitan Library submit signed union cards from more than 60% of workers** to initiate a union election. More than 600 community members and library patrons contact CML's leadership in support of the workers.

April 2026 — **Upper Arlington Public Library United Staff ratifies their first union contract** which includes:

- Guaranteed annual raises totaling 9% for all employees.
- Improved vacation, sick days, and tuition reimbursement for part-time employees.
- New benefits for all employees: paid parental leave and assault leave

The contract is enforceable through a binding grievance and independent arbitration process.

Click on the timeline blurbs for articles and more information.

October 2021 — **Worthington Libraries workers win their union election to join OFT.** 89% of voters (73% of all eligible workers) voted for their union.

August 2022 — **Library workers at Grandview Heights Public Library present signed union cards from 73% of workers** and ask for voluntary recognition to join OFT.

More than 350 community members and library patrons contact GHPL's Board of Trustees in support of the workers. The board voluntarily recognizes the union.

August 2023 — **Library workers at Pickerington Public Library present signed union cards from 76% of workers** and ask for voluntary recognition to join OFT.

More than 400 community members and library patrons contact PPL's Board of Trustees in support of the workers. The board declines voluntary recognition.

November 2023 — **Pickerington Public Library workers win their union election to join OFT** with a 92% majority. Every eligible worker voted in the election.

January 2024 — **Library workers at Upper Arlington Public Library present signed union cards from 70% of workers** and ask for voluntary recognition to join OFT.

More than 500 community members and library patrons contact UAPL's Board of Trustees in support of the workers. The board declines voluntary recognition and library management engages in anti-union communications targeted at workers and library patrons.

July 2024 — **Library workers at Athens County Public Libraries present signed union cards from 72% of workers** and ask for voluntary recognition to join OFT.

Around 300 community members and library patrons contact ACPL's Board of Trustees in support of the workers. The board voluntarily recognizes the union.

November 2024 — Athens County voters pass a funding levy for Athens County Public Libraries. **Athens County Public Libraries United members campaigned and mobilized voters in support of the levy.**

January 2025 — **Delaware County District Library workers win their union election to join OFT.** 82% of voters (65% of all eligible workers) voted for their union.

April 2025 — **OFT and SEIU 1199 collaborate on a library workers lobby day**, bringing dozens workers to the statehouse to lobby on library funding and censorship in the state budget.

December 2025 — **Worthington Public Libraries United ratifies their second union contract**, which includes substantial raises, and improvements on vacation accrual, floating holiday, tuition reimbursement, and more.

March 2026 — **Delaware County United Library Staff ratifies their first union contract**, which includes:

- Guaranteed annual raises totaling 9% for employees with an MLIS degree and 11% for everyone else.
- Longevity bonus.
- Vacation and paid holidays for part-time employees.
- New benefits for all employees: paid parental leave, paid bereavement leave, and tuition reimbursement.

The contract is enforceable through a binding grievance and independent arbitration process.



Interested in learning more?

Email OFT's organizing department at organize@oft-aft.org

