

# safety staff sustainability transparency

## PPLWU NEWSLETTER

VOL 2 JANUARY/FEBRAURY 2024

Check out our website at [pplwu.org](http://pplwu.org).  
Get in the loop via Discord by messaging  
.spr0ut on Discord.

### Overview and Updates.

We have some great updates for our union. At our meeting on February 7th, we passed some issues that we voted on. The first was approval for our interim Vice President, Shaya. We have also decided to take PPLD's place in some local parades. Read on for more.

Our endorsed Board candidate, Angela Stevens, was fully ignored by the committee that appoints Board members. In spite of our email campaign and her appearances at meetings, they declined to even inform her that she would not be interviewed.

The Board has decided to appoint Angela Dougan as the new member.

Lastly, page 3 contains a spreadsheet showing how our pay in real terms has changed since 2017. It also describes adjustments made to positions in the library and the effect they will have on our workers.

### Upcoming Dates:

Board of Trustees Meeting  
Sand Creek Library  
2/21/24 @ 5PM

Get involved and have your voice heard!

[Join here!](#)



# QUESTIONS?

## Parade Participation:

Our Union has decided to fill in the gap in local parades that the district has abandoned. PPLD has decided to abstain from the outreach opportunity that local parades provide for the library, so we are stepping up in an unofficial capacity. We can hook you up with our swag when it is finalized (paid for by our dues) and you can contact the Communications Head at [jfward25@gmail.com](mailto:jfward25@gmail.com) to join. A committee will be created to help organize these events, and CWA 7799 members are in on the event to help show support for our union. Let's get out there!

## Elections in April:

Coming up in April, we will be holding elections for our four elected Steering Committee members; President, Vice President, Treasurer, and Secretary. If you are interested, have somebody ready to nominate you at a future meeting and have a short speech prepared to state your case.

## Why join?

It's difficult for individual workers in a large organization to be heard. Our union ensures that every worker has a voice. Democracy in our society, democracy in the workplace. We believe a formal union of workers is the only way to have a lasting impact in our libraries. It isn't enough to keep operating without a forum to represent all of our workers. Collectively, our voices stand united and will not be ignored or dismissed.

With the organized framework of our union you have a direct say in where the focus of our combined labor goes. As a dues paying member, you vote on who participates in the leadership among workers and you gain a voice in your work conditions. Together, we have a message with a louder voice than any one of us has alone, and your input is necessary and important.

## Contact your Steering Committee:

**President**  
John Jarrell  
[johndjarrell@gmail.com](mailto:johndjarrell@gmail.com)

**Vice President**  
Shaya Force  
[shayaforce@gmail.com](mailto:shayaforce@gmail.com)

**Treasurer**  
Chris McKenzie  
[chris.mckenzie.co@gmail.com](mailto:chris.mckenzie.co@gmail.com)

**Secretary**  
Nichol Patrick  
[nichol.patrick22@gmail.com](mailto:nichol.patrick22@gmail.com)

**Communications Head**  
Jacob Ward  
[jfward25@gmail.com](mailto:jfward25@gmail.com)

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## Pay Changes and Job Requirements

There has been a recent change in library policy. New hires in the Associate and Senior Associate positions now require a four-year degree to obtain. New Branch Managers require an MLS or MLIS. This impedes and discourages upward mobility for our workers. Workers already in these positions will not be required to obtain new degrees.

The justification for these changes references a prior market study conducted by the district. A consequence of the study lowered the pay range of these positions, as they did not require a degree after the study. Despite these new requirements and the reasoning behind the new policy changes, the pay will not be adjusted or improved for these positions.

**A chart showing the differences in pay for workers from 2017 to 2024 in real terms.**

	2017 Pay	2024 Pay	2017, Inflation Adjusted	Difference
Shelver	\$10.20	\$15.00	\$12.78	\$2.22
Library Assistant	\$12.00	\$15.30	\$15.04	\$0.26
Senior Assistant	\$13.22	\$16.83	\$16.57	\$0.26
Associate	\$17.85	\$16.83	\$22.37	-\$5.54
Senior Associate	\$19.57	\$17.85	\$24.53	-\$6.68
Branch Supervisor	\$20.52	\$20.52	\$25.72	-\$5.20
Beginning Librarian	\$21.30	\$20.52	\$26.70	-\$6.18
Librarian	\$22.83	\$22.83	\$28.62	-\$5.79
Senior Librarian	\$24.05	\$24.05	\$30.14	-\$6.09