

Dear colleagues,

This year the Newberry Library announced a strategic plan charting its future with commitments to build, diversify, and sustain communities of learning and strengthen institutional health. We believe in these commitments, the Newberry's mission, and the difference we can make through our work. In order to fully embody its values, the Newberry must support and sustain the community that makes this work possible: its dedicated staff. That is why we have decided to form our union Newberry Workers United with AFSCME Council 31. We are proud to join workers at cultural institutions across the country who have organized and inspired us to use our collective power to improve our workplace. By negotiating a fair contract with management, we will strengthen our institution's future and further the Newberry's mission to engage critically in a vibrant democratic society.

Though concerns about wages and workloads are not new, the financial uncertainties of the past few years have brought these issues to a head. Layoffs and furloughs of essential staff, stagnant wages, and a lack of transparent decision-making are not sustainable.

We believe that all Newberry Library employees deserve:

- a voice in the decisions that affect us
- better wages and benefits
- transparency around compensation and advancement, and equal access to these opportunities regardless of class, disability, gender, or race
- safe working conditions, reasonable hours, and adequate resources to perform our jobs
- a workplace free of harassment and microaggression

We urge leadership to honor our legal right to organize a union without facing intimidation or coercion. We ask that management not waste resources on distributing anti-union propaganda, hiring anti-union lawyers, or holding mandatory anti-union meetings. We ask that the board abide by the values that they set forth in the Newberry's strategic plan, including "creating a culture of mutual respect", "focusing on how our resources matter", "building trust across groups", and "inviting multiple perspectives".

We ask you to join our collective campaign for change. The union is not an outside party negotiating for us; we employees are the union. Individually, our voices are quiet and hold little sway, but when we join together we can speak loudly and powerfully on our own behalf. Putting our trust in each other will ensure that employees—the heart of the Newberry Library—are heard now and in the future. Our union is an embodiment of the commitment to embrace diversity, equity, and inclusion in order to be a resource for all of Chicago and beyond. Click [here](#) to sign your card today and join us!

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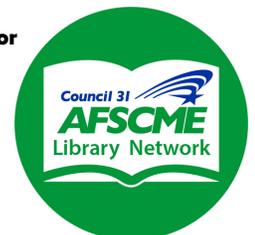
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CULTURAL WORKERS UNITED



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