

Frequently Asked Questions for TCCS Librarians and Library Staff About Unionization

Voting and Collective Bargaining

Q. What was the result of the ballot count?

A. On March 21, 2022, National Labor Relations Board conducted a hearing where the ballots cast by eligible library employees were counted. The majority of those who voted, voted in favor of unionization. The following is a summary of the vote results.

Total – Professional and Non-Professional Staff Voters		
Yes Votes	No Votes	Did Not Vote
17	4	13
Total – Professional Unit Staff Voters (15 Total Possible Voters)		
Yes Votes	No Votes	Did Not Vote
Mixed unit question and as to union representation		
11	0	4
Total – Non- Professional Unit Staff Voters (19 Total Possible Voters)		
Yes Votes	No Votes	Did Not Vote
6	4	9

Q. Now that unionization has prevailed, what is next?

The majority of eligible library staff has voted for California Federation of Teachers (CFT) representation. Sometime in the coming weeks, TCCS management and the union will begin negotiations for a collective bargaining agreement. TCCS will negotiate with the Union in good faith, concerning issues such as pay, benefits, and working conditions.

Q. What can I expect during the negotiation period?

A. TCCS and the Union will negotiate in good faith toward a collective bargaining agreement, a document that details the terms and conditions of employment for



the TCCS Library staff. During this negotiation period and until a contract is ratified, TCCS Library staff will continue to operate under existing TCCS labor policies and procedures.

Q. How long will the collective bargaining process take?

A. It is not possible for anyone to say what the outcome of the negotiations will be. But, as in any negotiations, it is a give and take process. New labor contracts often take months, and sometimes years, to negotiate.

Q: What are some of the subjects that are bargained during negotiations?

A. Negotiation topics may include a number of subjects, including wages, benefits, working conditions, and selected policies.

Q. Does the law require that negotiations begin with the current wages, hours and working conditions and that only improvements are made to such items?

A. No. Each side is free to make proposals during bargaining that may alter the status quo. As a result of collective bargaining, you may end up with more than you have now in some areas, less than you have now, or the same as what you have now. This all depends on the negotiations.

