

*NOTE: At the 2008 ALA Annual Conference in Anaheim, CA organized initially by Pamela Wilson of the Department for Professional Employees (DPE), AFL-CIO and coordinated through ALA/APA, the program "Managers Who Have the 'Union Advantage'" featured Tom Galante, Director, Queens Borough Public Library; Susan Veltfort, President, Local 1857, WSCCCE, AFSCME, AFL-CIO, King County Library System (WA); and John Buschman, Associate University Librarian, Georgetown University Library (DC). Pamela Wilson gave a precis of the data reports gathered by AFL-CIO and APA - reprinted here. These types of documents do not see the (ALA) light of day often enough, and the editors of Progressive Librarian wanted to highlight the hard data generated on the benefits of unionization in libraries. The two preceding fact sheets and the powerpoint presentation beginning here are published with the permission of the Research Department of the DPE, AFL-CIO – Editors.*

# The Union Difference for Library Workers

Wage and salary differences  
between union and non-union library  
workers, based on the American  
Library Association-Allied  
Professional Association Salary  
Survey, 2006



## PREFACE

The American Library Association–Allied Professional Association (ALA–APA), the Organization for the Advancement of Library Workers, is a companion organization to the American Library Association. It provides services to librarians and other library workers in two primary areas: certification of individuals in specializations beyond the initial professional degree; and direct support of comparable worth and pay equity initiatives, and other activities designed to improve the salaries and status of librarians and other library workers. ALA–APA recognizes union membership as a path to improved salary and status for library workers.

Each year, ALA–APA conducts an extensive salary survey of library workers in conjunction with the ALA Office for Research and Statistics (ORS). In 2006, thanks to the suggestion of the ALA–APA Standing Committee on the Salaries and Status of Library Workers, the survey for the first time included a question about union membership.

The survey was sent to 3,418 public and academic libraries, with 836 (24.5%) responding. Data was received for 26,937 individual salaries, ranging from \$10,721 to \$130,686 across 62 positions. The data included separate categories for four regions, and for states, library type, library size and educational attainment.

This union data was sent to the Department for Professional Employees, AFL–CIO (DPE) for analysis. With 24 affiliated unions, DPE represents more than four million professional and technical workers, including many library workers. This publication results from that analysis and clearly demonstrates the power of unions to raise salaries in the predominantly female, underpaid library world. The percentages on the graphs indicate the union difference as the raise that would be required to equalize the union and non–union salaries.

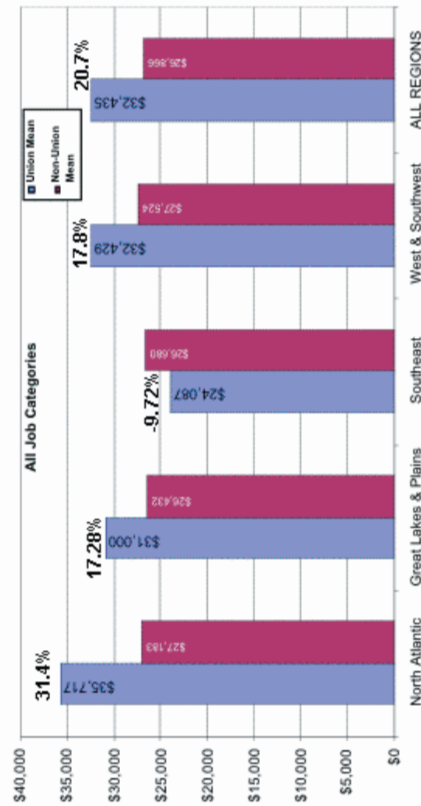
Particular thanks are due to the many respondents who completed the questionnaire, to Jamie Bragg of ALA–APA, to Denise Davis, Director of ORS, to the Management Association of Illinois, to DPE intern, Michael Ebell, who analyzed the data, to Pamela Wilson, who managed the project for DPE, and to Elliott Becker, Marcie Lawrence, and Leandra Roscoe of DPE for their valuable contributions. We look forward to many collaborative endeavors.

Jenifer Grady, MSLIS, MBA & Paul E. Almeida  
Director, ALA–APA President, DPE

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## ANNUAL EARNINGS OF ALL LIBRARY WORKERS, BY REGION AND UNION AFFILIATION, 2006

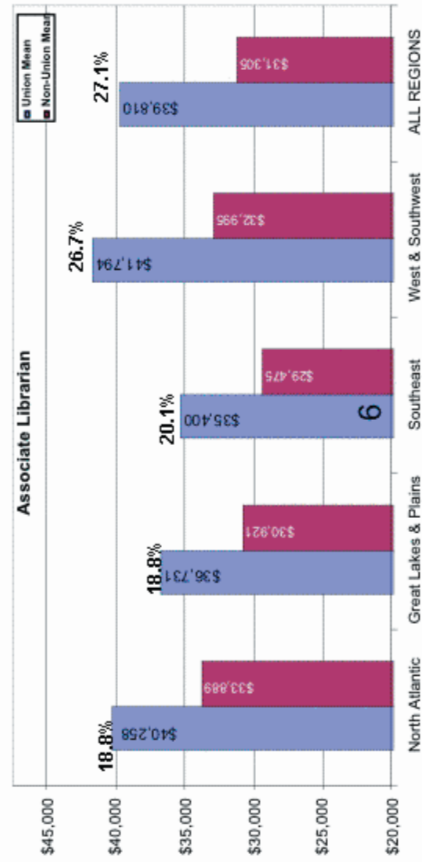


Taken as a whole, U.S. union library workers earn almost 21% more than their non-union counterparts. The Southeast is a notable exception to the union advantage in earnings. It should be noted that the Southeast has a union presence of less than 2%, while the survey average is 9%.

Source: Grady, Jennifer; Davis, Denise. *ALA-AFA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & APE - The Union Difference for Library Workers, 2006

### ASSOCIATE LIBRARIANS\* MEAN ANNUAL EARNINGS, BY REGION AND UNION AFFILIATION, 2006



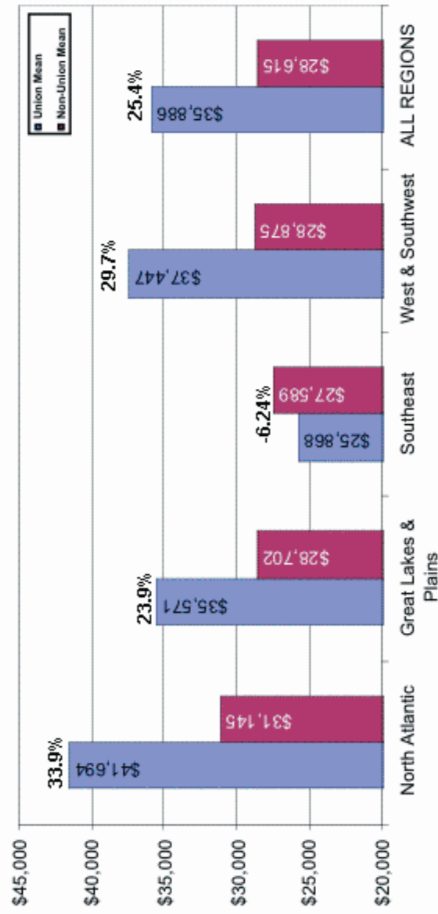
The union advantage for associate librarians is more than 27%.

\*Associate Librarian (non-MLS degree): Provides assistance to patrons including topical research and material location. Assists patrons with the use of library resources and equipment. Screens the collection for outdated or unused materials following established guidelines. May perform managerial and administrative duties.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS – Public and Academic*. American Library Association – Allied Professional Association, American Library Association Office for Research and Statistics, 2006.  
ALA-APA & DPE – *The Union Divisiveness for Library Workers*, 2008

### LIBRARY TECHNICAL ASSISTANTS\* MEAN ANNUAL EARNINGS BY REGION AND UNION AFFILIATION, 2006



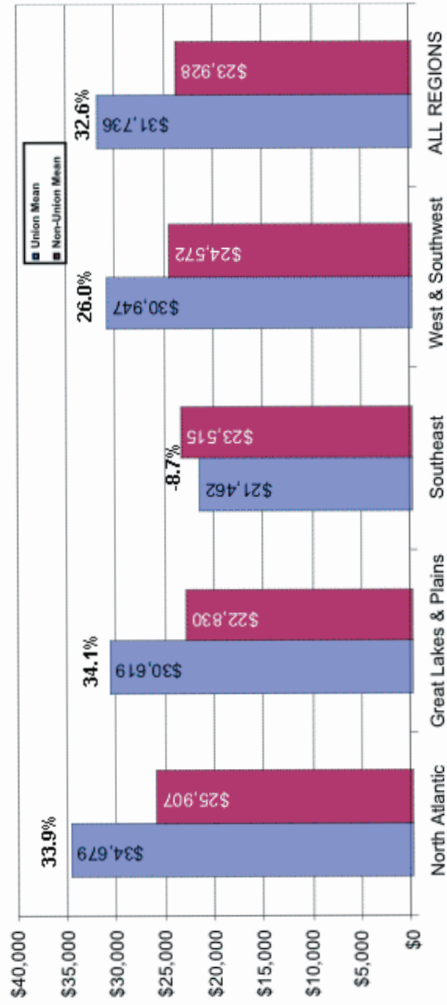
Library technical assistants experience a significant union advantage across regions. The North Atlantic Region has the highest union advantage and also the highest rate of union participation, 14.6%, a correlation that is found across the data.

\*Library Technical Assistant: Provides basic assistance to patrons referring patrons to Librarian for professional assistance. Locates materials and information for patrons. May complete routine copy cataloging. Assists with special programming.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-MLS – Public and Academic*. American Library Association – Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA LDPE – The Union Difference for Library Workers, 2006

### LIBRARY CLERKS\* MEAN ANNUAL EARNINGS, BY REGION AND UNION AFFILIATION, 2006



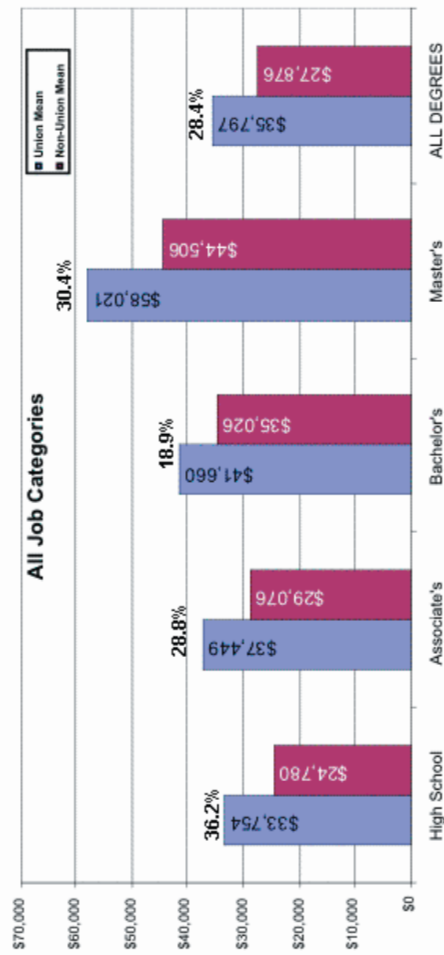
Union library clerks earn significantly more than their non-union counterparts, with the exception of those in the Southeast. The union advantage for clerks is significantly larger than the union advantage for all library employees (32.6% compared to 20.7%).

\*Library Clerk: Performs routine duties required the use of a variety of forms, reports or procedures. Provides basic patron assistance: sets up computer stations, locates materials, provides information. Maintains departmental or area records. Performs miscellaneous clerical duties such as filing, typing, sorting or photocopying.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA LDPE - The Union Difference for Library Workers, 2006

### MEAN ANNUAL EARNINGS OF ALL LIBRARY WORKERS, BY EDUCATIONAL ATTAINMENT AND UNION AFFILIATION, 2006



Union library workers with high school diplomas earn almost as much as non-union bachelor's degree holders.  
 Union members with bachelor's degrees earn almost as much as non-union library workers with master's degrees.

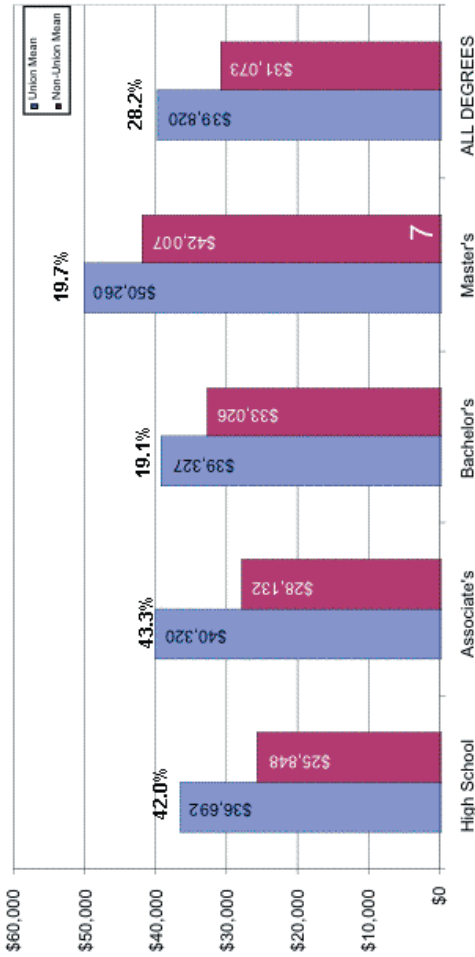
NOTE: There were no unionized Ph.D. employees as part of the data and so Ph.D. salary data is not included in this chart.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-100.S - Public and Academic*. American Library Association -Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008



### MEAN ANNUAL EARNINGS OF ASSOCIATE LIBRARIANS\*, BY EDUCATIONAL ATTAINMENT, 2006



The union difference is pronounced for associate librarians, regardless of educational attainment. Associate librarians with associates degrees and union membership earn 43.3% more than their non-union counterparts

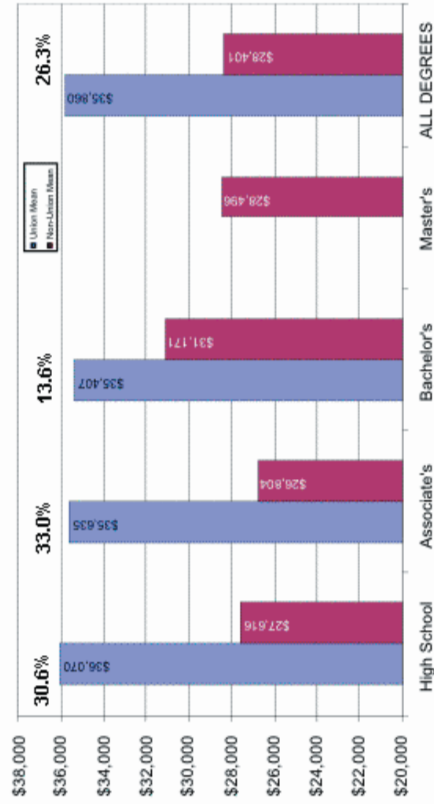
\*Associate Librarian is a non-MLS position title. Complete definition on page 2.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPPE - The Union Difference for Library Workers, 2006

## MEAN ANNUAL EARNINGS OF LIBRARY TECHNICAL ASSISTANTS, BY EDUCATION AND UNION AFFILIATION, 2006



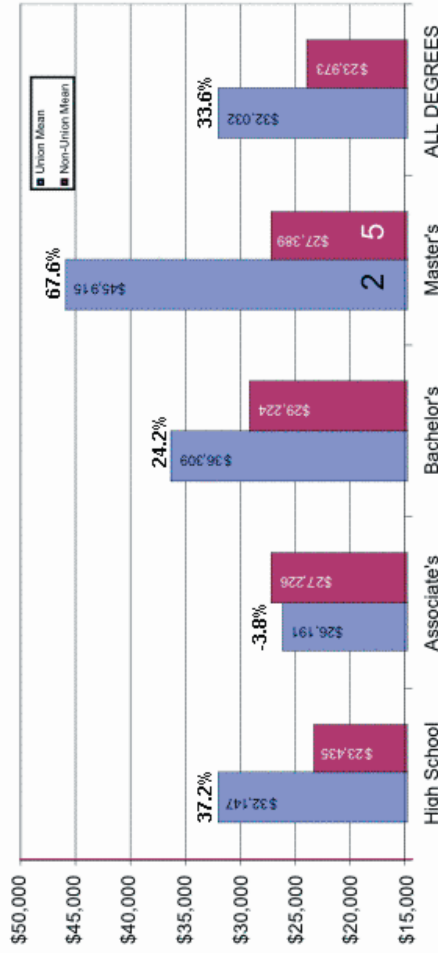
The union difference for library technical assistants is significantly larger than the salary difference for non-union employees obtaining a higher degree. However, this data probably deserves more investigation and follow-up. The fact that unionized high school graduates have a higher salary than unionized bachelor's degree recipients suggests the samples may be skewed.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008

### LIBRARY CLERKS BY EDUCATIONAL ATTAINMENT AND UNION AFFILIATION, 2006



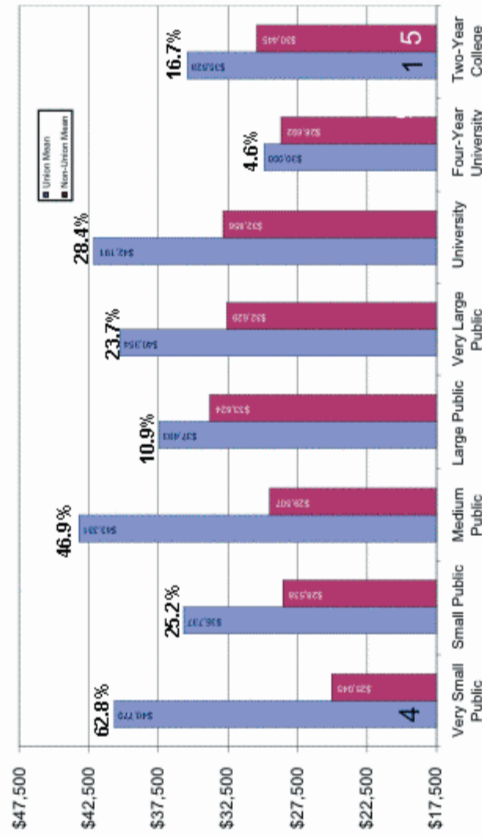
Most library clerks are High School-educated. Only 27 salaries were reported for unionized individuals with Associate's degrees. Also, more than two-thirds of the 27 are circulation clerks in the large library category. The -3.8% differential could represent one or two large libraries. This underscores the need for continued data collection.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008

### ASSOCIATE LIBRARIANS\*, BY LIBRARY TYPE AND UNION AFFILIATION, 2006



The union advantage extends across all library sizes and types.

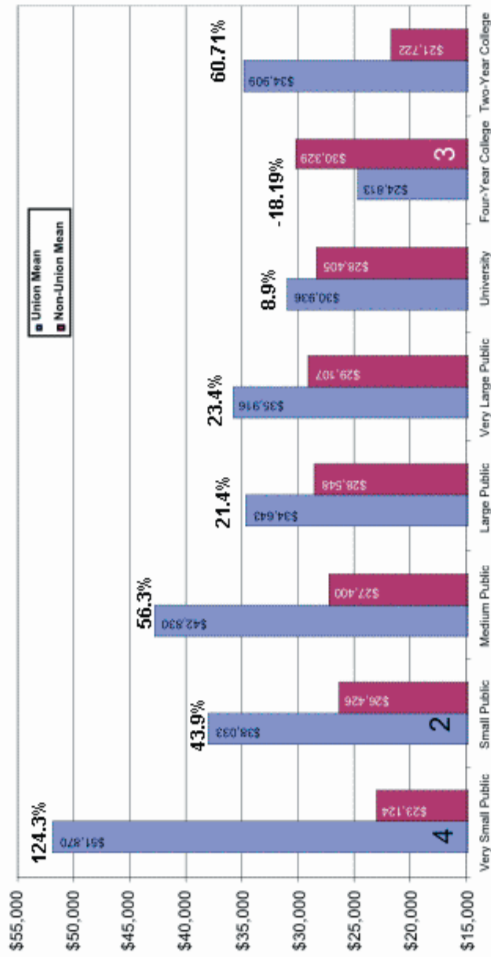
\*Associate Librarian is a non-MLS position title. Complete definition on page 2.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008

### LIBRARY TECHNICAL ASSISTANTS BY LIBRARY TYPE AND UNION AFFILIATION, 2006



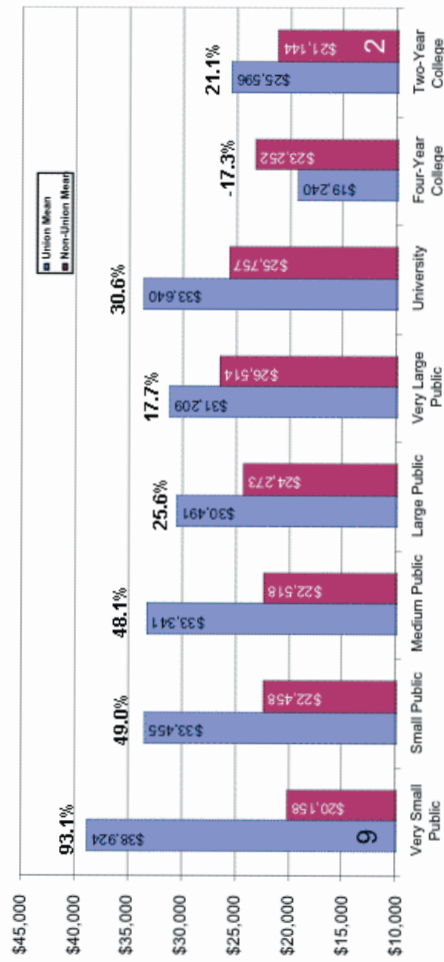
The union advantage extends across library size for library technical assistants.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. ALA-APA Salary Survey: Non-MLS – Public and Academic. American Library Association – Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA ADPE – The Union Difference for Library Workers, 2006

## LIBRARY CLERKS BY LIBRARY TYPE AND UNION AFFILIATION, 2006



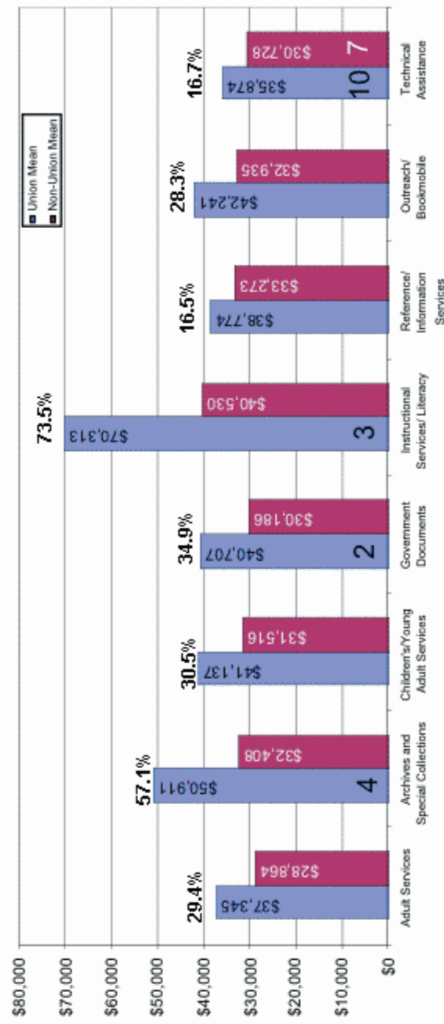
The union advantage extends across library size for clerks.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-ALLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & D/PE - The Union Difference for Library Workers, 2008

### MEAN ANNUAL EARNINGS OF ASSOCIATE LIBRARIANS\*, BY CATEGORIES AND UNION AFFILIATION, 2006



This chart represents all the survey's categories that fall under associate librarian. From this breakdown, we can see that the union difference for associate librarians exists across all job categories.

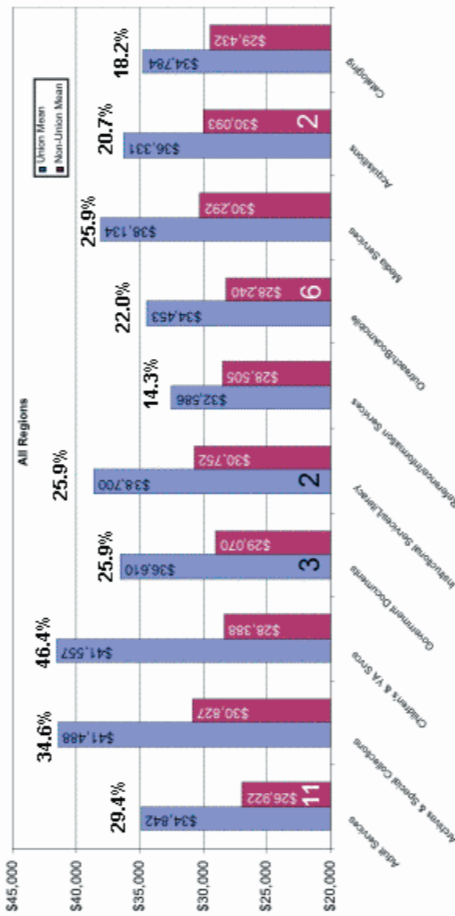
\*Associate Librarian is a non-MLS position title. Complete definition on page 2.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jenifer, David, Denise ALA-APA Salary Survey: Non-MLS - Public and Academic. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DISE - The Union Difference for Library Workers, 2006

### MEAN ANNUAL EARNINGS OF LIBRARY TECHNICAL ASSISTANTS, BY JOB CATEGORY AND UNION AFFILIATION, 2006



Library technical assistants who are union members earn more than their non-union counterparts, regardless of job category. The union advantage ranges from 14.3% for library technical assistants in Reference/Information services to 46.4% in children's and young adult services.

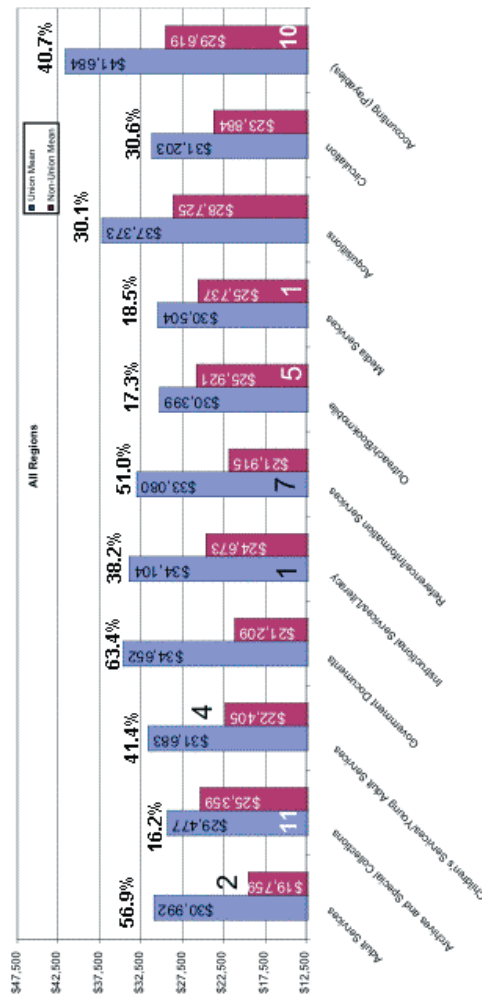
NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer; Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008



### MEAN ANNUAL EARNINGS OF LIBRARY CLERKS, BY JOB CATEGORY AND UNION AFFILIATION, 2006

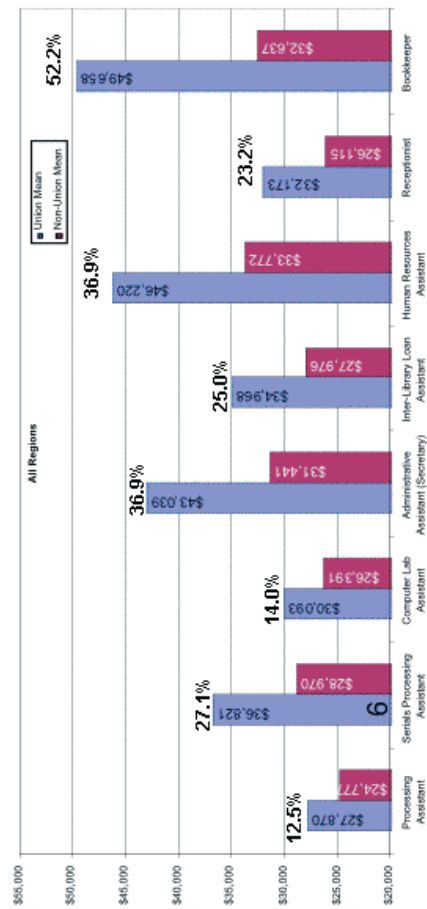


Union library clerks earn more than those who are non-union, regardless of their sub-category. The union advantage for clerks ranges from 16.2% for clerks working in archives and special collections to 64.3% for those working in Government Documents.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS – Public and Academic*. American Library Association – Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

### MEAN ANNUAL EARNINGS OF LIBRARY ASSISTANTS, BY JOB CATEGORY AND UNION AFFILIATION, 2006



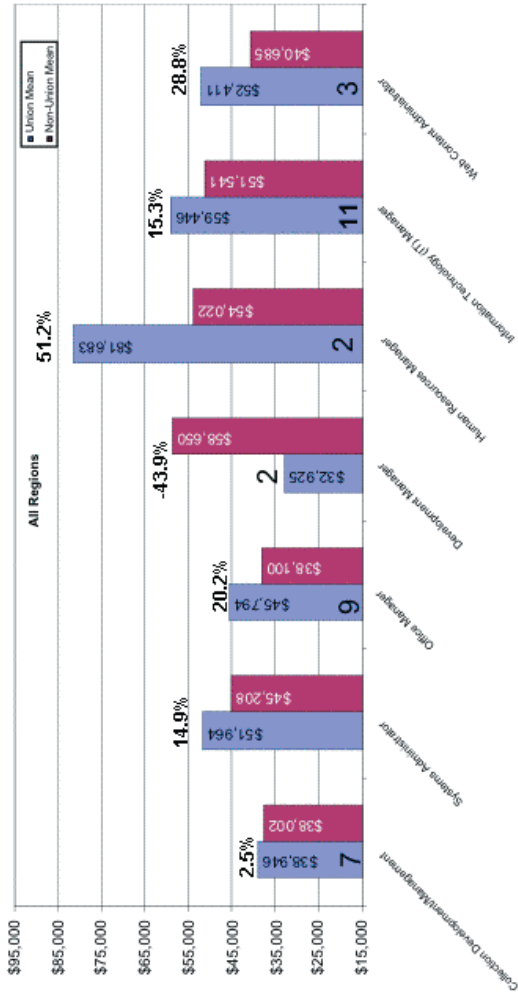
Union library assistants earn more than their non-union counterparts, regardless of job category. The union advantage ranges from 12.5% for processing assistants to 52.2% for book keepers.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008

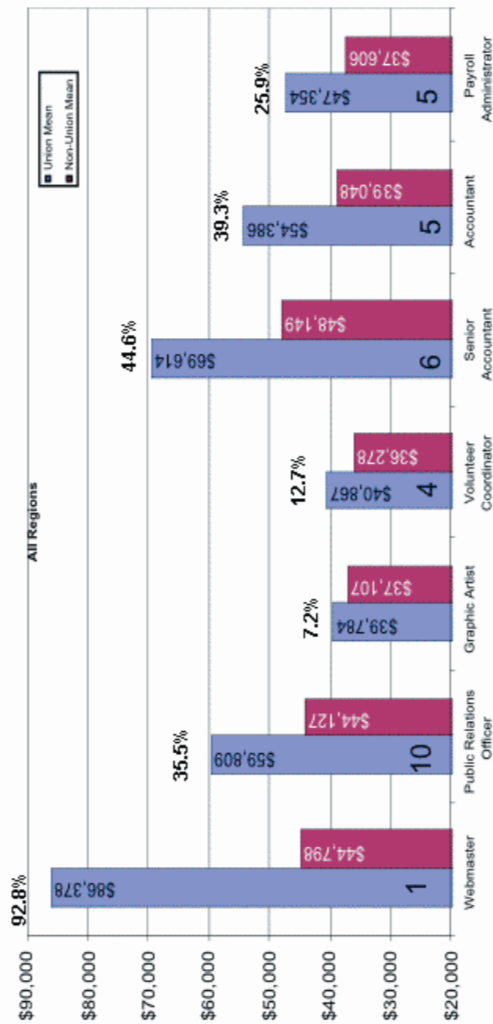
**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS NOT ELSEWHERE CLASSIFIED, BY JOB CATEGORY AND UNION MEMBERSHIP, 2006**



There are a small number of managers who are union members. In all but one category, the union managers earn more than their non-union counterparts. This represents one out of 60 job titles.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries. Source: Grady, Jennifer Davis, Denise. ALA-APA Salary Survey: Non-ALU.S - Public and Academic. American Library Association - Allied Professional Association. American Library Association Office for Research and Statistics, 2006. ALA-APA & DPE - The Union Difference for Library Workers, 2008

**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS NOT ELSEWHERE CLASSIFIED, BY JOB CATEGORY AND UNION MEMBERSHIP, 2006 – CONT'D**



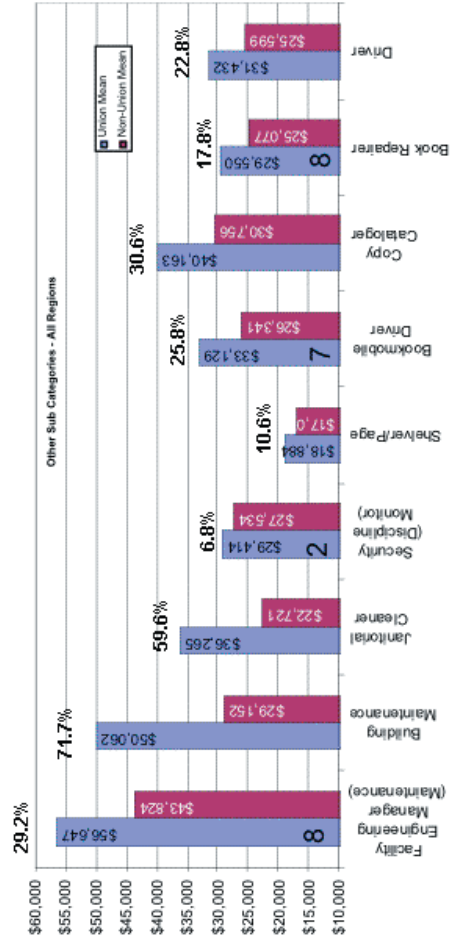
Library office employees who are union members earn more than their non-union counterparts, regardless of job category. The union advantage ranges from 7.2% for graphic artists to almost 93% for webmasters.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer Davis, Denise. ALA-APA Salary Survey: Non-MLS – Public and Academic. American Library Association – Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE – The Union Difference for Library Workers, 2008

**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS NOT ELSEWHERE CLASSIFIED, BY JOB CATEGORY AND UNION MEMBERSHIP, 2006 – CONT'D 2**



The union advantage exists for these library workers. Union building maintenance workers earn almost 72% more than non-union, janitors earn almost 60% more, and for copy catalogers, the union advantage is 30.6%.

NOTE: Bold numbers within the graph bars indicate a sample size for that category lower than 15 reported salaries.

Source: Grady, Jennifer, Davis, Denise. ALA-APA Salary Survey: Non-ALL-S – Public and Academic. American Library Association –Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE – The Union Difference for Library Workers, 2006

## The 'Southeast' Effect

- The southeast region has 1.9% unionization rate compared to a survey average of 8.9%
- The data shows a correlation between unionization and the union advantage:  
 $y = 0.5891x + 0.241$   
 $R^2 = 0.0215$
- Meaning that for every 1% increase in unionization there is a corresponding .25% increase in union advantage
- This suggests that as union presence increases among library employees, the union advantage could become even more pronounced

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MS - Public and Academic*. American Library Association -Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2006

**METHODOLOGY & EXPLANATION**

The survey questionnaire was mailed to stratified sample of 3,418 public and academic libraries, including a sample of the membership of the Association of Research Libraries (ARL). The responses from 839 libraries yielded 26,337 individual salaries ranging from \$10,712 to \$130,686 across sixty-two (62) library positions that do not require an MLS. The survey asked for demographic data and included the questions below. This analysis was made possible by the Management Association of Illinois, the contractor conducting the survey, which extracted salary data from the libraries replying "Yes, all employees" to these questions:

8. Are employees of the following groups represented by a bargaining unit?

- a. Support staff:
  - Yes, all employees
  - Yes, some employees
  - No
- b. Professionals:
  - Yes, all employees
  - Yes, some employees
  - No

9. If yes, which union/local? \_\_\_\_\_

\* Two-year colleges generally offer associate's degrees

\* Four-year colleges generally offer bachelor's degrees

\* Universities generally offer bachelor's and master's degrees, and Ph.D.s.

\* The academic library universe was stratified into three categories: Two-Year college, Four-Year college, and University (including the 123-member Association of Research Libraries' data) using the 2002 Academic Library Survey file, which is the most current and complete file available. This file includes codes for the categories created by the Carnegie Foundation for the Advancement of Teaching in 1994. Our "Two-Year College" category corresponds to the Carnegie category "Associate of Arts." Our "Four-Year College" category corresponds to the Carnegie Categories "Baccalaureate I and II." Our "University" category includes the Carnegie categories "Master's I and II, Doctoral I and II, and Research I and II."

Public library classifications:

- Very Small serving less than 10,000
- Small serving 10,000–24,999
- Medium serving 25,000–99,999
- Large serving 100,000–499,999
- Very large serving 500,000 or more

**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS BY REGION, 2006**

Job Title	Category	Union	Sample	Non-Union	Sample Advantage	% Union
ALL CATEGORIES	North Atlantic	\$35,717	484	\$27,183	2576	31.39%
	Great Lakes & Plains	\$31,000	593	\$26,432	6027	17.28%
	Southwest	\$24,087	88	\$26,680	4512	-9.72%
	West & Southwest	\$32,029	512	\$27,524	4015	17.82%
	ALL REGIONS	\$32,435	1677	\$26,866	17130	20.73%
Associate Librarian - TOTAL	North Atlantic	\$40,258	371	\$33,889	374	18.70%
	Great Lakes & Plains	\$36,731	58	\$30,921	976	18.79%
	Southwest	\$35,400	6	\$29,475	844	20.10%
	West & Southwest	\$41,794	95	\$32,995	564	26.67%
	ALL REGIONS	\$39,810	196	\$31,305	2758	27.17%
Library Tech Assistant - ALL CATEGORIES	North Atlantic	\$41,694	54	\$31,145	316	33.87%
	Great Lakes & Plains	\$35,571	75	\$28,702	903	23.94%
	Southwest	\$25,868	33	\$27,589	1000	-6.24%
	West & Southwest	\$37,447	26	\$28,875	566	29.69%
	ALL REGIONS	\$35,886	188	\$28,615	2785	25.41%
Clerk - ALL CATEGORIES	North Atlantic	\$34,879	186	\$25,907	840	33.86%
	Great Lakes & Plains	\$30,619	202	\$22,830	1744	34.11%
	Southwest	\$21,462	18	\$23,515	1142	-8.73%
	West & Southwest	\$30,947	173	\$24,572	1128	25.94%
	ALL REGIONS	\$31,736	579	\$23,928	4854	32.63%

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-ML S - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008



**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS BY EDUCATIONAL ATTAINMENT,  
2006**

Job Title	Category	Union	Sample	Non-Union	Sample	Advantage	% Union
ALL JOB TITLES	High School	\$33,754	858	\$24,780	9085	36.21%	8.6%
	Associates	\$37,449	178	\$29,076	1442	25.80%	11.0%
	Bachelors	\$41,660	192	\$35,026	3245	16.94%	5.6%
	Masters	\$58,021	15	\$44,506	185	30.37%	7.5%
	ALL DEGREES	\$35,797	1243	\$27,876	13960	28.42%	8.2%
Associate Librarian - ALL CATEGORIES	High School	\$36,692	24	\$25,848	654	41.95%	3.5%
	Associates	\$40,320	83	\$28,132	253	43.32%	24.7%
	Bachelors	\$39,327	80	\$33,026	1462	19.08%	5.2%
	Masters	\$50,260	7	\$42,007	110	19.65%	6.0%
	ALL DEGREES	\$39,820	194	\$31,073	2482	26.15%	7.2%
Library Tech Assistant - ALL CATEGORIES	High School	\$36,070	113	\$27,616	1441	30.61%	7.3%
	Associates	\$35,635	35	\$26,804	413	32.95%	7.8%
	Bachelors	\$35,407	35	\$31,171	646	13.59%	5.1%
	Masters	\$0	0	\$28,496	7	0.00%	0.0%
	ALL DEGREES	\$35,860	183	\$28,401	2507	25.26%	6.8%
Clerk - ALL CATEGORIES	High School	\$32,147	462	\$23,435	3811	37.18%	10.5%
	Associates	\$26,191	27	\$27,226	303	-3.80%	8.2%
	Bachelors	\$36,309	18	\$29,224	200	24.24%	8.3%
	Masters	\$45,915	2	\$27,389	5	67.64%	28.6%
	ALL DEGREES	\$32,032	508	\$23,973	4319	33.62%	10.5%

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLS - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA LDPE - The Union Difference for Library Workers, 2006

**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS BY SIZE OF INSTITUTION, 2006**

Job Title	Category	Union	Sample	Non-Union	Sample	Advantage	% Union
Associate Librarian - ALL REGIONS	Very Small Public	\$40,770	10	\$25,045	300	62.79%	3.2%
	Small Public	\$35,737	4	\$28,538	227	25.23%	1.7%
	Medium Public	\$43,331	25	\$29,507	493	46.85%	4.8%
	Large Public	\$37,493	52	\$33,824	740	10.85%	6.6%
	Very Large Public	\$40,354	90	\$32,629	586	23.67%	13.3%
	University	\$42,191	9	\$2,856	186	28.41%	4.6%
Four Year University	Four Year University	\$30,000	1	\$28,692	83	4.96%	1.2%
	Two Year College	\$35,528	5	\$30,445	32	16.69%	13.5%
Library Tech Assistant - ALL REGIONS	Very Small Public	\$51,870	4	\$23,124	82	124.31%	4.7%
	Small Public	\$38,033	2	\$26,426	177	43.92%	1.1%
	Medium Public	\$42,530	41	\$27,400	380	56.32%	9.7%
	Large Public	\$34,643	54	\$28,548	715	21.35%	7.0%
	Very Large Public	\$35,916	20	\$29,107	504	23.39%	3.8%
	University	\$30,936	48	\$28,405	371	8.91%	11.5%
Four Year College	Four Year College	\$24,813	3	\$30,329	121	-18.19%	2.4%
	Two Year College	\$34,909	16	\$21,722	50	60.71%	24.2%
Clerks - ALL REGIONS	Very Small Public	\$38,924	9	\$20,158	204	93.10%	4.2%
	Small Public	\$33,455	22	\$22,458	470	48.96%	4.5%
	Medium Public	\$33,341	151	\$22,518	883	48.07%	14.6%
	Large Public	\$30,491	91	\$24,273	1605	25.62%	5.4%
	Very Large Public	\$31,209	237	\$26,514	788	17.71%	23.1%
	University	\$35,640	41	\$25,757	409	30.61%	9.1%
Four Year College	Four Year College	\$19,240	2	\$23,252	172	-17.26%	1.1%
	Two Year College	\$25,596	26	\$21,144	59	21.05%	30.6%

Source: Grady, Jennifer; Davis, Denise. ALA-APA Salary Survey: Non-M.S. - Public and Academic. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2006

**MEAN ANNUAL EARNINGS OF LIBRARY WORKERS BY AREA OF EXPERTISE, 2006**

Job Title	Category	Union	Sample	Non-Union	Sample	Advantage	% Union
Associate Librarians							
Adult Services	ALL REGIONS	\$37,345	37	\$28,864	940	29.38%	3.8%
Archives and Special Collections	ALL REGIONS	\$50,911	4	\$32,408	138	57.09%	2.8%
Children's Services/Young Adult Services	ALL REGIONS	\$41,137	40	\$31,516	488	30.53%	7.6%
Government Documents	ALL REGIONS	\$40,707	2	\$30,186	32	34.85%	5.9%
Instructional Services/Literacy	ALL REGIONS	\$70,313	3	\$40,530	42	73.88%	6.7%
Reference/Information Services	ALL REGIONS	\$36,774	93	\$33,273	647	16.53%	12.6%
Outreach/Bookmobile	ALL REGIONS	\$42,241	10	\$32,935	106	28.26%	8.6%
Technical Assistance	ALL REGIONS	\$35,874	7	\$30,728	295	16.74%	2.3%
Library Tech Assistant:							
Adult Services	ALL REGIONS	\$34,842	54	\$26,922	629	29.42%	7.9%
Archives & Special Collections	ALL REGIONS	\$41,488	11	\$30,827	119	34.58%	8.5%
Children's & YA Svcs	ALL REGIONS	\$41,557	22	\$28,388	416	46.39%	5.0%
Government Documents	ALL REGIONS	\$36,610	3	\$29,070	49	25.94%	5.8%
Instructional Services/Literacy	ALL REGIONS	\$38,700	2	\$30,752	29	25.85%	6.5%
Reference/Information Services	ALL REGIONS	\$32,586	35	\$28,505	718	14.32%	4.6%
Outreach/Bookmobile	ALL REGIONS	\$34,453	6	\$28,240	74	22.00%	7.5%
Media Services	ALL REGIONS	\$38,134	2	\$30,292	102	25.89%	1.9%
Acquisitions	ALL REGIONS	\$36,331	26	\$30,093	327	20.73%	7.4%
Cataloging	ALL REGIONS	\$34,784	27	\$29,432	322	18.18%	7.7%
Clerk							
Adult Services	ALL REGIONS	\$30,992	37	\$19,759	326	56.85%	10.2%
Archives and Special Collections	ALL REGIONS	\$29,477	2	\$25,359	85	16.24%	2.3%
Children's Services/Young Adult Services	ALL REGIONS	\$31,683	11	\$22,405	209	41.41%	5.0%
Government Documents	ALL REGIONS	\$34,652	4	\$21,209	27	63.38%	12.9%
Instructional Services/Literacy	ALL REGIONS	\$34,104	1	\$24,673	6	38.22%	14.3%
Reference/Information Services	ALL REGIONS	\$33,080	7	\$21,915	309	50.95%	2.2%
Outreach/Bookmobile	ALL REGIONS	\$30,399	5	\$25,921	65	17.28%	7.1%
Media Services	ALL REGIONS	\$30,504	1	\$25,737	69	18.52%	1.4%
Acquisitions	ALL REGIONS	\$37,373	30	\$28,725	267	30.11%	10.1%
Circulation	ALL REGIONS	\$31,203	471	\$23,884	3340	30.64%	12.4%
Accounting (Payables)	ALL REGIONS	\$41,684	10	\$29,619	151	40.73%	6.2%

Source: Grady, Jennifer, Davis, Denise. *ALA-APA Salary Survey: Non-MLA - Public and Academic*. American Library Association - Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

ALA-APA & DPE - The Union Difference for Library Workers, 2008

MEAN ANNUAL EARNINGS OF LIBRARY WORKERS BY AREA OF EXPERTISE, 2006

Job Title	Category	Union	Sample	Non-Union	Sample	Advantage	% Union
<b>Library Assistants</b>							
Processing Assistant	ALL REGIONS	\$27,870	48	\$24,777	378	12.48%	11.3%
Serials Processing Assistant	ALL REGIONS	\$36,821	19	\$28,970	236	27.10%	7.5%
Computer Lab Assistant	ALL REGIONS	\$30,093	6	\$26,391	213	14.03%	2.7%
Administrative Assistant (Secretary)	ALL REGIONS	\$43,039	27	\$31,441	333	36.89%	7.5%
Inter-Library Loan Assistant	ALL REGIONS	\$34,988	24	\$27,976	366	24.99%	6.2%
Human Resources Assistant	ALL REGIONS	\$46,220	3	\$33,772	55	36.86%	5.2%
Receptionist	ALL REGIONS	\$32,173	7	\$26,115	78	23.20%	8.2%
Bookkeeper	ALL REGIONS	\$49,658	8	\$32,637	106	52.15%	7.0%
<b>Library Managers</b>							
Collection Development/Management	ALL REGIONS	\$38,946	7	\$38,002	37	2.48%	15.9%
Systems Administrator	ALL REGIONS	\$51,964	16	\$45,208	217	14.94%	6.9%
Office Manager	ALL REGIONS	\$45,794	9	\$38,100	103	20.19%	8.0%
Development Manager	ALL REGIONS	\$32,925	2	\$58,650	29	-43.86%	6.5%
Human Resources Manager	ALL REGIONS	\$81,683	2	\$54,022	65	51.20%	3.0%
Information Technology (IT) Manager	ALL REGIONS	\$59,446	11	\$51,541	118	15.34%	8.5%
Web Content Administrator	ALL REGIONS	\$52,411	3	\$40,685	32	28.82%	8.6%
<b>Library Office Employees</b>							
Webmaster	ALL REGIONS	\$86,378	1	\$44,798	54	92.82%	1.8%
Public Relations Officer	ALL REGIONS	\$59,809	4	\$44,127	84	35.54%	4.5%
Graphic Artist	ALL REGIONS	\$39,784	10	\$37,107	77	7.22%	11.5%
Volunteer Coordinator	ALL REGIONS	\$40,867	4	\$36,278	34	12.65%	10.5%
Senior Accountant	ALL REGIONS	\$69,614	6	\$48,149	78	44.58%	7.1%
Accountant	ALL REGIONS	\$54,386	5	\$39,048	50	39.28%	9.1%
Payroll Administrator	ALL REGIONS	\$47,354	5	\$37,608	38	25.92%	11.4%
<b>Facility Engineering Manager (Maintenance)</b>							
Building Maintenance	ALL REGIONS	\$56,647	8	\$43,824	83	29.26%	8.8%
Janitorial Cleaner	ALL REGIONS	\$50,062	25	\$29,152	163	71.73%	13.3%
Security (Discipline Monitor)	ALL REGIONS	\$36,285	55	\$22,721	291	59.61%	15.9%
Shelver/Page	ALL REGIONS	\$29,414	2	\$27,534	171	6.83%	1.2%
Bookmobile Driver	ALL REGIONS	\$18,894	344	\$17,072	2536	10.61%	11.9%
Copy Cataloger	ALL REGIONS	\$33,129	7	\$26,341	62	25.77%	10.1%
Book Repairer	ALL REGIONS	\$40,163	23	\$30,756	330	30.58%	6.5%
Driver	ALL REGIONS	\$29,550	8	\$25,077	163	17.83%	4.7%
	ALL REGIONS	\$31,432	15	\$25,599	139	22.79%	9.7%

Source: Grady, Jennifer, Davis, Denise. ALA-APA Salary Survey: Non-MLA - Public and Academic. American Library Association -Allied Professional Association, American Library Association Office for Research and Statistics, 2006.

## Any questions or comments?

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