



SEIU Local 26 Leadership Assembly Sat. May 10, 10:30am

Ever since we won our new union contract last year, we have been under attack by our industry. The only way to protect ourselves and move forward is to make our union stronger. Over 600 members filled out union surveys this winter. The results were used by member sub-committees who developed goals and plans for how to make our union stronger in 2014. Now each building must discuss and answer the following 4 questions:

- 1) **Does your building support the following plan to make our union stronger?**
- 2) **If not, what needs to be added or removed to get your support?**
- 3) **Who do you elect to carry your building's decision to the Leadership assembly on May 10? (that is your steward)**
- 4) **Is your building committed to do the work to implement this plan?**

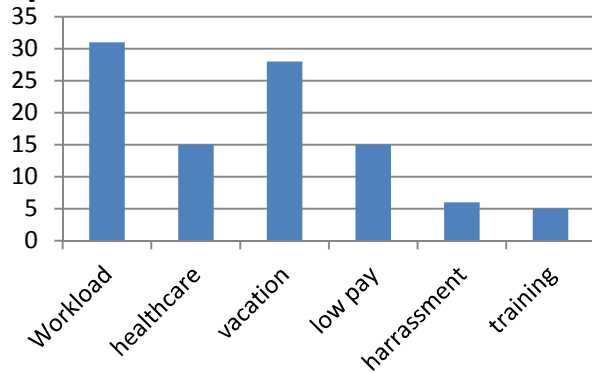
Key goals from the member committees to make our union stronger:

- **Goal 2014:** We must have better support and training for our stewards
- **Goal 2014:** Push out information to larger number of members
- **Goal 2014:** Quarterly financial reports for members
- **Goal 2014:** Increase revenue to ensure we have the resources for upcoming fights like our 2016 contract.
- **Goal 2014:** Continue to work with community partners on social justice (housing, unemployment)
- **Goal 2014:** continue to recruit and expand member circles
- **Goal 2014:** educate members with campaign to “know your rights and contract”
- **Goal 2014:** launch campaign to stop intimidation of union activists
- **Goal 2014:** expand campaign to improve janitorial workloads
- **Goal 2014:** Organize non-union subcontractors to protect our work
- **Goal 2014:** Organize other workers at strategic buildings (like US Bank, Target, Wells Fargo, Airport)
- **Goal 2014:** Create joint demands (including legislation) with community groups for our 2016 contract fight.

Member Survey:

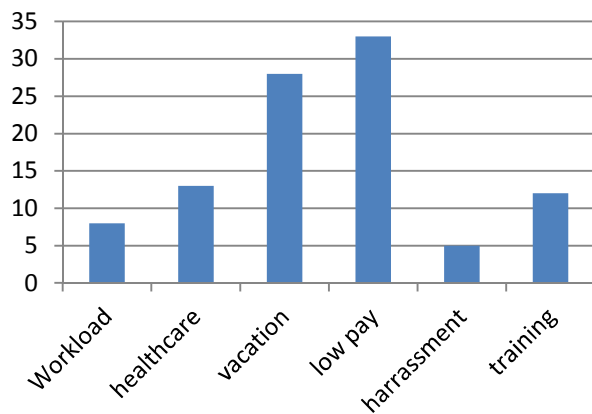
1) OUR JOB/Janitorial:

What is the Biggest problem at work



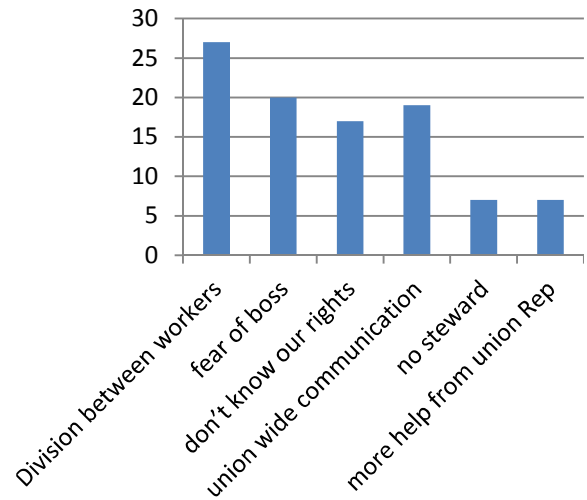
2) OUR JOB/Security:

What is the Biggest problem at work



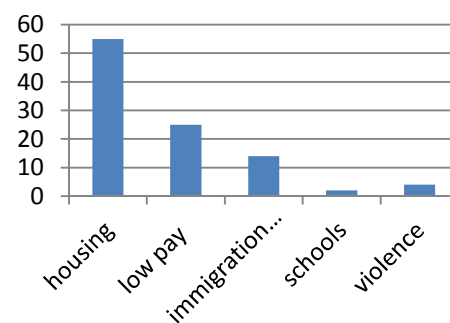
3) OUR UNION:

Biggest barrier to a stronger union



3) OUR UNION:

Biggest problem in the community



Detailed proposals from the 3 committees to make our union stronger:

A) "Our Union" sub-committee

- **Goal 2014: We must have better support and training for our stewards**
 - 1 or 2 day new intensive training for stewards and leaders – Goal of 80 stewards
 - Create Steward councils based on employer – review company handbooks and rule/ regulations, and meet with companies as needed on major grievances.
 - Create new standards for steward reimbursement and accountability
 - Continue Steward recruitment to build strength to 120
- **Goal 2014: Push out information better to larger number of members**
 - New member orientations in new contracts (1st in Fall, goal 100), explore having an initiation fee, rebate initiation fee for attending Union orientation class
 - Explore at technology avenue's to connect members including apps etc.
 - Language lesson including ESL and Spanish class's
 - Preventive Healthcare initiatives (partner with health clinics)
- **Goal 2014: Quarterly financial reports for members**
- **Goal 2014: Increase revenue to ensure we have the resources we need**
 - We need to save \$400,000 for the 2016 contract fight.
- **Goal 2014: Continue to work with community partners on social justice**
 - We will fight on Issues that impact our members, especially the ones members said in the surveys: housing, low wages/unemployment, and immigration reform. Look into new ways we can do community outreach to get others involved.
 - Member education on the important nature of our community work
- **Goal 2014: continue to recruit and expand member circles** on issues of shared interest, like soccer, immigration reform, arts/music, women's issues, etc.

B) "Our Job" sub-committee

- **Goal 2014: educate members with campaign to "know your rights and contract"**
 - at each building we will do one new educational flyer per month, with information on contract rights (vacation, sick days, healthcare, etc), and how we can enforce our rights. Stewards and union reps discuss the flyer with co-workers on break, before work, and post in break-room. The educationals will use easy to read materials: one page contract summary in simpler words. Better new member orientation packets.
 - outside the workplace, use community media (like Somali or Spanish radio) and new media (facebook, email) to push out the monthly information about rights.
- **Goal 2014: Campaign to stop intimidation of union activists**
 - have an annual training for supervisors and stewards together, sponsored by the union and the company, to clarify union stewards rights and encourage cooperation,
 - union staff prioritize when stewards targeted by company.
 - steward and member trainings on unity at the worksite: the importance of supporting our steward, on how to motivate your co-workers, and on how to stop supervisors who discriminate against the union: document discrimination, filing grievances and unfair labor practices, petition with broad support, meetings with HR, marching to talk to client.)
- **Goal 2014: Campaign to improve janitorial workload**
 - get job descriptions in writing (run a campaign where all buildings ask for it in a petition, make corrections and keep on file at the union hall, and when a supervisor asks you to do extra, clarify what part of your run to skip), and for new hires (so the company doesn't make the run worse than for the previous cleaner)

- clarify the process so it works:
 - 1) request walkthrough and run assignment in writing.
 - 2) negotiate with the supervisor to make the run more reasonable.
 - 3) do a walk through with steward (8 hours paid if necessary)
 - 4) negotiate with manager to make the run more reasonable.
 - 5) if can't resolve at the building, then take it to a quarterly meeting with all stewards and HR of the company.
- if can not resolve with companies, use other tools: (file grievance -create historical study of staff cuts over last 5 years; OSHA & DOLI charges - safety, chemicals, beaks)

C) “Our Industry” sub-committee:

We want our next union contract in 2016 to be a major step forward in winning stable, middleclass jobs for our members. As subcontracted workers, we know the real decision-makers over our standards are not our contracted companies. How do we get the major corporations like Target, US Bank, and Wells Fargo to change course and lead the way to good jobs for all service workers in Minnesota?

- **Goal 2014: Power with non-union subcontractors.**

The clients are always looking to cut costs by going with a non-union sub contractor that pays minimum wage and no benefits. We must organize the non-union sub-contractors to stop this.

- Create a “member circle” to organize non-union companies. Stewards, members on the layoff list, or in buildings in danger of going non-union, and workers from the non-union companies join together to do the work to win (like picketing, delegations, union card signups). Each steward is responsible to come to one “organizing action” per month, and we have a “month of action” in June with members participating in lots of actions.
- Get 2 security and 3 janitorial companies to go union.
- win current organizing campaigns for non-union janitors at Airport/Delta (airserv) and retail stores (Carlson/diversified/Prestige/Eurist)



- **Goal 2014: Power with other workers in our buildings.**

The biggest corporations in Minnesota subcontract most of their janitorial and security work, but they have thousands of their own direct employees who work along side us in our buildings but are non union and make less than we do.

- partner with other unions who represent workers whose standards are impacted by the Airport, US Bank, Wells Fargo and Target to create a single campaign plan for 2016.

- **Goal 2014: Power with the Community.**

The biggest corporations in Minnesota not only dominate what standards workers will have, but also dominate our democracy and the decisions over what happens to our communities.

- begin a two year process of discussion to decide on a joint platform of demands on the major corporations in MN (on issues like housing , higher wages, corporate taxes, funding for education, immigration laws, worker laws, etc). Hold a convention with community and labor groups to publicly ratify these demands by 2016.
- develop state legislation on the same demands we are trying to win in our direct contract negotiations in 2016. This will help us win it in our contract, and help the thousands of workers who don't have a union contract (such as full time work, sick days, higher minimum wages etc.)