**SEIU Local 26:  Know your rights**
**Building Power at Work and in our Communities**
Workload Educational

# We work harder and harder...

*So buildings owners can make more money!*



**We are cleaning 3 times more!** In the last 20 years, Janitorial square footage cleaned each night increased from a National average of close to 15,000sq ft, to over 45,000 sq feet.

"When I started 37 years ago, most janitors worked for the building owner directly.  We had a pension, fully paid healthcare, and made good money. Then the buildings all got bought up by big wall street banks.  They just saw us as a line item to be cut.  They subcontracted the work to cut staff, cut wages, cut pensions and healthcare.  In the last 5 years we have fought back, but we are still not back to where we were when I started.  And I can tell you we didn't have to run back then to finish our work like we do today."
-Jessica, Marsden(pictured at right)

"I started in 1980, and I worked directly for the building owners.  In those days there were 20 or more janitors to clean the building.  Today there are only 9 of us."  -Sharon, Marsden

# Discussion Questions

1. How common are stories like the ones above at your worksite?  What is the impact on you or your family?

2. This is not just a problem here, but across the country. Why are these kinds of problems happening nationally?  Who benefits from this situation?

# Know Your Rights

**Information from our contract on Workload**

Article 19

- The Company shall not impose an unreasonable workload upon any employee

- If there is a substantial change in workload, the employee's work hours shall be reviewed and adjusted as appropriate. regular work assignments may change as a result of time saving changes in technology, equipment, method, vacancies or building cleaning specification. The employee shall be re-trained before implementing a substantial change in their work assignment

- The employer shall not unreasonably deny an employee's written request for a written description, review and/or walkthrough of their work assignment. The employer will review the work assignment with the employee within seven (7) days of the employee's request. The employee may request that the building steward be present during the review.