



SEIU Local 26: Know your rights
Building Power at Work and in our Communities
Our union history educational

OUR History:

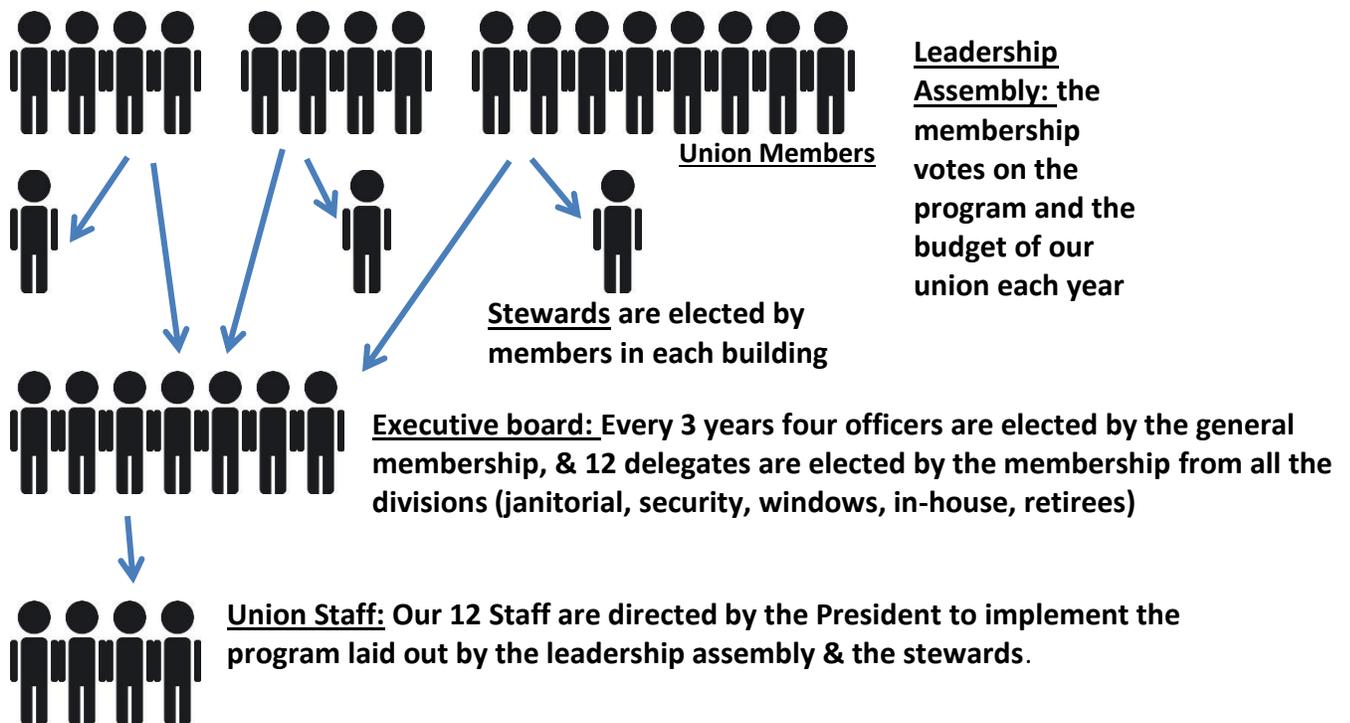
How Janitors fought for Justice.

Most janitors in the Twin cities in 2002 made \$8.40/hour, working part time with no health insurance. Janitors organized, hundreds marched through downtown, and after months of union contract negotiations with the companies we voted to strike three different times in 2006, 2009, and 2013. As a result, the janitorial companies agreed to increase wages to what we have today: \$14.62/hour by 2015, for full time, with 8 hour per night positions in all large buildings, and with individual health insurance for \$35/month.

How Officers Stood for Security.

Security officers ten years ago had no union, and often made minimum wage, around \$7/hour. Security officers organized and won the union downtown in 2004, and later in the suburbs in 2011, but the companies refused to raise their standards significantly, so the workers went out on a 1 day strike in 2007, and again in 2013. The companies came back to the table and agreed to union contracts with raises bringing most security officers to about the same pay rates and health insurance as the janitors have today.

Who Makes Decisions in Our Union? YOU



Where Does My Dues Dollar Go?

We are a democratic union, and all of our budgets, annual plans and dues are voted on by our members at our leadership assembly, and are public information, that you can find online or at the union hall.



“When I was a non-union janitor I made about \$8.00/hour, and paid no dues. Now with the union, I make \$14.27/hr, \$2,473.00/month, and pay \$47.50 in dues each month. Is it worth it? If you do the math, I make \$6.27 more per hour, and pay \$0.25 per hour for union dues.”
—Abdi, janitor, Aramark 3M

\$.47

Union Staff
to help us file grievances, bargain contracts and organize



\$.40 for local and national labor affiliations, to help us win pro-worker policies in DC and MN, and to organize global non-union companies that we could never beat on our own.

\$.03

Professional Fees
for lawyers and Health and safety

\$.05

Office rent & material

\$.05

Other

Our Current priorities passed by our leadership Assembly in May 2014:

- **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:** 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.

Discussion Questions:

- 1) Which of the priorities is most important to you? Why?
- 2) A union is only powerful if the members participate. What other ideas do you have to increase participation and make our union stronger?