Janitors, security officers, and Block by Block workers won some serious contracts this year. But it wasn’t without a fight! Security officers had been on strike twice before employers decided it best to negotiate without a third one this year. Janitors held their first ever strike in decades. Altogether, Local 26 members moved forward in some historic victories! Now is the time to assess our plans made last year and look forward to enforcing our new contracts, and continue to strategize around issues still facing workers. Our work is not over, but continues! Attend the Leadership Assembly 11AM on Saturday, May 14th to be a part of the next chapter. A preview of the proposals are on page 6.
What a year so far! Each bargaining unit has a unique story and set of victories specific to their work. For security officers, we had previously gone on strike twice before. The companies knew they would have to bargain to prevent a third security strike and they did. Alternatively, the bosses underestimated our janitors worker power, pushing them to a strike. For the first time in decades, janitors stepped out of their work sites and onto picket lines in support of their own futures. We further continued escalation with a post-strike action at US Bank’s corporate headquarters where 11 Local 26 members and supporters were arrested in support of a fair contract. And janitors did reach a fair contract, but it was more than earned.

However, we did not reach this level of success in isolation. We worked in a coalition known as Minnesotans for a Fair Economy. This included organizations like CTUL, MN350, the Minnesota Nurses Association, ISAIAH, and NOC. These organizations committed to being a part of Local 26’s strike and actions, just as we committed to assisting them in fights for rights that would positively affect our members. These aligned organizations were integral in making sure we made a powerful statement when we shut down morning rush hour in downtown Minneapolis.

Also, it took a great number of resources. We had saved $250,000 for this purpose, and spent it hiring brigade staff, transportation, legal expenses, and other important uses. (See page 5 for more details). Looking forward, the Executive Board proposes we continue to save the next four years towards the next contract fight. This is a part of several proposal that will be before the Local 26 stewards at the Leadership Assembly on Saturday, May 14th.

Other exciting opportunities, in addition to joining one of our member circles (see page 7), is our partnership with Strike Theater. What will things be like a year or two from now? Let’s decide what our future looks like together and reclaim our dreams!

-Kevin Chavis, Steward & Executive Board Member, Allied Barton Security

- Letter from the Editor

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**Our Elected Executive Board Members**

- Javier Morillo
  - President - Presidente

- Greg Nammacher
  - Secretary-Treasurer - Secretario-Tesorero

- James Matias
  - Vice President - Viceresidente

- Katra Arale
  - Vice President - Vicepresidente

- Glen Roehsner
  - Final Touch

- Kor Yang
  - Mtka Moccasins

- Romisha Jones
  - Whelan Security

- Laura De Young
  - Securitas

- Ana Vasquez
  - SBM Janitorial

- Elia Starkweather
  - ABLE Janitorial

- Aschalu Alemu
  - Marsden Janitorial

- Juana Arriaga
  - ABM Janitorial

- Brahim Kone
  - Marsden Janitorial

- Orlando Silva
  - ABM Janitorial
Janitors angry over wages protest across Twin Cities

“Picket lines popped up at the office buildings across the metro throughout the day and coalesced in downtown Minneapolis, when hundreds rallied at U.S. Bank Plaza as night fell and a surge of white-collar office workers left their offices for home.”

“Protesters supporting janitors who want higher pay and more sick time took to the streets Thursday, blocking downtown roads at the peak of the morning rush hour and causing massive traffic jams on Interstate 94 and 1-35W.”

“They are going to see the work we do every night. We are going to do whatever we have to do. Even if it’s going to be a month, I’m going to be right here,” said Striking Janitor Elia Starkweather.

Janitors win contract after one day strike!

In January over 500 members packed the union hall (top picture) and voted to set a deadline of Valentines day to get a fair contract. Despite 3 months of negotiations, in the last meeting before valentines day, the companies’ lawyer offered just a 20 cent raise (only 40 cents over 3 years!), and cuts to healthcare and full time work. So what did we do? The member Bargaining committee called for the first strike in over 30 years for janitors in MN! What a strike it was! (see pictures to left) A week later we set a second strike deadline, took over US Bank headquarters, and a few days later… We won!

Janitors rally across Twin Cities in protest

Workers’ 24-hour strike called attention to stalled contract

“Whose Got the Power?”

StarTribune
Historic gains in each of 3 major contracts

After a year of preparation, over 6000 union members in the twin cities achieved new union contracts, covering security officers, block by block ambassadors, and janitors. By using our strategy to unite together across sectors, and with our community, with the courage to stand up and fight against the biggest corporations in Minnesota, we were able to achieve the following:

- **Wages:** Our goal was to get fair raises, and a minimum of $15. We took huge steps forward (from 12-50% increases over the life of the contract), and although we didn’t get $15 for all, by 2019 the vast majority of workers will be at or over $15.

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<td>At hire in DT</td>
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<td>12.50</td>
<td>13.00</td>
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<td>After 4 years in DT</td>
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<td>After 4 years in Suburb</td>
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<td>After six mo of service</td>
<td>14.62</td>
<td>$15.22</td>
<td>$15.52</td>
<td>$15.92</td>
<td>$16.37</td>
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<tr>
<td>After four yrs of service</td>
<td>14.62</td>
<td>$15.47</td>
<td>$15.77</td>
<td>$16.17</td>
<td>$16.62</td>
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<tr>
<td>After eight yrs of service</td>
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<td>$15.72</td>
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<th>1/1/2018</th>
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<td>Full Time</td>
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<tr>
<td>Part time: Tier 1 bldgs over 250,000 sqft</td>
<td>13.12</td>
<td>13.55</td>
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<td>14.36</td>
<td>14.72</td>
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<tr>
<td>Part time: Tier 2 bldgs under 250,000 sqft</td>
<td>12.12</td>
<td>12.57</td>
<td>12.99</td>
<td>13.32</td>
<td>13.65</td>
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- **Better Healthcare:** in all our contracts we:
  - **Improved our benefit** to include unlimited doctor visits with only a $10 co-pay and reduced the impatient deductible from $500 to $100
  - **Didn’t increase the cost** for single coverage (about $35/mo), and reduced it for single+kids coverage (to $200/mo for security, $150/mo for Janitors)
  - **Disability pay:** increased pay for up to 12 weeks disability (to 55% for security, 66% for janitorial).

- **More Sick days:**
  - **Security:** 3 sick days after 1 year (for downtown officers: 5 sick days after 4 yrs)
  - **BBB:** 1 sick day after 1 year, and 5 sick days after 5 years
Janitorial: one new sick day in 2018 (4 sick days after 5 years).

- **MORE BENEFITS FOR PART TIME WORKERS:**
  - **Security:** won full benefits (HC, vacation, sick) for all workers over 30 hrs/wk.
  - **Janitorial:** won healthcare if over 30 hrs/wk, and 2 sick days after 5 yrs.

- **UNITY & UNION STRENGTH:**
  - **Security:** won one contract that includes both suburbs and downtown, so that we can’t be divided in the future.
  - **All the contracts** won better information (to contact new members faster)
  - **Client request:** Security got new language that creates a fast track to bring these issues to senior management to resolve quickly.

- **SAFETY:**
  - **Janitors:** to stop unjust workloads we won the right for stewards to be paid during walkthroughs, and a study by the university of Minnesota.
  - **Block by block:** won better extreme weather protocols, annual boot allowance, and winter outside pay differential.
  - **Security:** won new language that allows us to engage senior Management immediately on safety issues.

When we fight, we win! For details of the full contract covering your job, contact your steward, or visit us on the web www.seiu26.org!
Priorities for 2016
Proposal from the Executive Board to be discussed and voted on at Leadership Assembly

1) Core Campaigns:

- **Enforce our new contract language** & develop a strategy on core issues like:
  - Janitorial: Workload (including university study)
  - Security: Safety, client request and payroll errors
- **Protect our jobs by organizing** non-union competition like:
  - Airport (airserv-owned by ABM)
  - Janitorial (retail stores and ROC)
  - Security & windows (in house and Pinnacle)
- **Protect our standards through politics** by:
  - Electing pro-worker politicians
  - Creating pro-worker community coalitions
  - Passing pro-worker legislation (like more sick days!)

2) Long term planning to build a stronger union:
(We will create subcommittees to develop plans on each of the following at the leadership assembly)

- **Equity:** Our union’s strength is its diversity, but we must make sure that different sectors (security, janitorial, in-house, etc) and different identities (by race, language, gender, etc) all feel that they have a voice and a place at our collective table. As an organization that is majority people of color, how are we a leader in combatting racism?
- **Communication:** How can we get more information to members about their rights and our union. How do we improve the exchange of information between staff and members, especially when processing grievances.
- **Vision:** What kind of a workplace and society are we trying to build? What is the purpose of our union, and how can we fulfill it better?
- **Member Leadership:** What kinds of structures, training and accountability do we need to develop (at the levels of staff, e-board, stewards, members)? How do we move more decision-making, power, and responsibility to the members in the buildings?
Member Circles

Local 26 Members have been uniting around common goals, interests, and unique abilities to participate beyond member meetings. You can be part of things as well as start your own circle. The following are updates from some active member circles:

1) The **Arts and Music Circle** is currently focused on organizing a National Night Out party on Tuesday, August 2nd. Last year the event they organized included live music, 3 on 3 basketball, speakers, movies, and neighbors getting to know each other. To join and get involved, contact James Matias at 651-347-5221 or email TooDaysMusic@yahoo.com.

2) **AFRAM** will be holding their next meetings 5PM Fridays, June 3rd, July 8th, and July 29th at SEIU Healthcare Minnesota, 345 Randolph Ave. in St. Paul. Contact the state president Johnnie Smith for more details: Lew169@yahoo.com

3) With it being the hottest political topic in the nation, the **Immigration Circle** continues the push for comprehensive immigration reform. Contact Cynthia at CGomez@seiu26.org to get involved.

4) The **Soccer Circle** will soon be gearing up for the warmer months. Contact Brahim Kone if you want to help get things started at IbrahimKone3@aol.com or 651-999-9950.

5) The **Work Load Circle** continues to meet to enforce Article 19 of the janitorial contract. Trainings were conducted on April 9th and April 23rd for those want see more humane amounts of work during their shifts. Are you also concerned about unreasonable workload? Contact Gerardo at gcajamarca@seiu26.org or 612-386-6190 to join.

6) The **New Media and Communications Circle** creates this newsletter, organizes social media projects, our website, and other means of communication. We just updated our website to include every TeleTown Hall discussion, so members who were unable to listen in can do so online at http://www.seiu26.org/teletownhall/ More communication tools are in store, especially during bargaining. Contact KevinChavis@gmail.com or call 612-276-2543 to join

7) The **Women’s Circle** meets to discuss issues affecting women at our workplace and in our communities. Contact Blanca if you want to join at BPineda@seiu26.org or Cynthia at 612-978-7755

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**Stay connected!**

Visit Local 26’s website at www.seiu26.org

On Facebook? Stay up to date by “liking” us facebook.com/seiu26

Join our Facebook group pages:
facebook.com/groups/SEIU26Janitors/
Security: facebook.com/groups/Local26SO/

Follow Local 26 on Twitter @SEIU26

Check out our YouTube channel youtube.com/user/SEIU26

Have you moved? Let us know! Contact us at 1-855-265-6225 or info@seiu26.org.
Our member resource center (MRC) was created by the leadership assembly 6 years ago to improve our member’s ability to defend our rights under our contracts. The four staff focus on receiving and returning the large volume of member calls. They investigate, file, and win grievances as quickly as possible. In the last 12 months the MRC has opened 1,655 cases, and closed 1,230 cases. The MRC continues to aggressively respond to members who want to see their contract enforced. Contact the member resource center if you believe your contract is being violated!

Some things we’ve won:

• **Securitas** wanted to implement new software (Vision 2.0) on their security phones that would allow the company or client to remotely activate the audio and video recording on the security cell phone, without the officer with the phone being aware that they are being monitored. All security officers were required to sign a privacy agreement, or face removal from the account. Most officers signed the agreement, despite concerns over what this meant. However, Paul Puttlitz and Steward Alan Wilson refused to sign and fought back with the assistance of union staff. After a lengthy battle, the company determined that they would still implement usage of this software on an international level, however it would not be used in any worksites represented by Local 26.

• **Allied Barton:** While preparing reports and graphs for our presentation on wages during negotiations, we identified several senior DT officers who were not receiving senior officer pay, along with identifying that all officers at the DT sites of Associate Bank had been receiving suburban increases for the last several years, along with senior officers being below scale. The discrepancies were reported to the companies and all wages have been adjusted and officers received full back pay for the errors ranging from $150-$750.

• **Centennial Lakes workers win:** during the contract fight, Harvard took over the account from ABM, but didn’t hire 5 of the workers. The workers joined with allies and marched to talk to the owner of Centennial lakes office park, and got them to return the 5 workers to the building: together we can!
Quien Tiene el Poder?

“Por primera vez en décadas, trabajadores de limpieza de la Local 26 se unieron apesar del frío y el miedo y mantuvieron una gran huelga de un día. Mandamos un poderoso mensaje a los dueños de edificios diciendo que nuestra voz importa, como resultado del sacrificio de todos, paramos las injusticias y ganamos un nuevo gran contrato!”

“Protestantes apoyando a los trabajadores de limpieza que piden un aumento y más días de enfermedad tomaron las calles el jueves, bloqueando el centro y las calles en la hora pico de tráfico y causando un tráfico masivo en la interestatal 94 y 35W.”

“Lineas de piqueteo aparecieron por los edificios en la ciudad durante el día y se reunieron en el centro de Minneapolis, cuando cientos marcharon en US Bank Plaza mientras la gente salía de sus oficinas a sus casas.”

“Ellos verán el trabajo que hacemos todas las noches. Haremos lo que sea necesario. Incluso si nos tomaran un mes, yo estaré aquí” dijo la huelguista Elia Starkweather.”
Que es lo que Ganamos por la Huelga?

1. El mayor aumento de salario para trabajadores de limpieza en 20 años:
   a. Los de tiempo completo recibirán aumentos de $.50, $.50, $.40, $.40
   b. Para todos, para el final de contrato de 4 años, un aumento de 12.3%

Mira que ganaron los trabajadores de limpieza, seguridad y “Block by Block”

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<th>Trabajadores de limpieza</th>
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<td>Medio tiempo Tier 1</td>
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<td>13.55</td>
<td>14.00</td>
<td>14.36</td>
<td>14.72</td>
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<td>(grandes edificios)</td>
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<tr>
<td>Medio tiempo Tier 2</td>
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<td>12.99</td>
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<td>(pequenos edificios)</td>
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<tr>
<td>En el centro</td>
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<td>12.50</td>
<td>13.00</td>
<td>13.50</td>
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<tr>
<td>...después de 4 años</td>
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<td>14.80</td>
<td>15.20</td>
<td>15.60</td>
<td>16.00</td>
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<td>En los suburbios</td>
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<td>11.00</td>
<td>11.50</td>
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<td>$12.50</td>
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<td>$12.75</td>
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<td>...después de 6 meses</td>
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<td>$15.52</td>
<td>$15.92</td>
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<td>$15.47</td>
<td>$15.77</td>
<td>$16.17</td>
<td>$16.62</td>
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<tr>
<td>...después de 8 años</td>
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<td>$15.72</td>
<td>$16.02</td>
<td>$16.42</td>
<td>$16.87</td>
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2. Nuevas Protecciones en Sobrecarga de Trabajo
   a. Revisiones y Recorridos de su jornada con un Delegado y será pagado.
   b. Un estudio profesional de la Universidad de Minnesota en problemas de sobrecarga en nuestros trabajos, desarrollado a través del comité de una gran industria.

3. Mas Beneficios para Tiempo Completo:
   a. **Seguro Medico mejorado** ($500 deducible de paciente interno reducido a $100, visitas al doctor ilimitadas con $10/co-pago)
   b. Se mantienen los pagos de seguro medico: $35/mes por cobertura singular y $150/mes por individual más hijos, pero en los años siguientes se compartirán los costos de aumento con la compañía hasta un 8%.
   c. **Pago por incapacidad aumento a 66%**.
4. Incremento de beneficios para Medio Tiempo
   a. Seguro Medico para Medio Tiempo: Si trabaja mas de 30hrs por semana, por primera vez usted tendra acceso al mismo plan de salud y mismo costo que los de Tiempo Completo
   b. Medio Tiempo tendran Dias de Enfermedad por primera vez (1 despues de 3 anos, 2 despues de 5 anos)
5. Trabajos de Tiempo Completo protejidos:
   a. No a las propuestas de las companias de eliminar posiciones FT cuando hay vacantes
   b. Companias deberan pagar tarifas FT si algun PT es usado para cubrir personas de FT ausentes en edificios de mas de 500,000pies cuadrados.
   c. Trabajos protejidos: ganamos una clausula de “causa justa”, quiere decir que la compania no puede disciplinar o despedir sin una Buena razon y necesitara usar una “disciplina progresiva”, (verbal, por escrito y suspension) antes de ser despedido en algunos casos.
6. Otras Victorias:
   a. Orientacion a nuevos empleados con materiales de la Union
   b. Companias deberan hace “esfuerzos en buena fe en acomodaciones” a empleados que quieran tomar de descanso la víspera de Año Nuevo o Eid en tiempo pagado.
   c. Protecciones para que usted no pierda vacaciones cuando hay un cambio de contratistas
   d. Companias deberan responder las peticiones de vacaciones en una semana y no limitara su peticion a 2 semanas.

¡VICTORIA EN CENTENIAL LAKES!

Esta es la Delegación que llego a Centennial Lake en Edina, 2/23/2016.

El asunto General fue educar a el Gerente de la Propiedad respecto a las Negociaciones de nuestro contrato que para ese entonces se encontraban sin progreso. El asunto particular fue denunciar que Harvard se negaba a recibir a los companeros trabajadores de limpieza D. Parker, Sonia Santamaria, Maria Galdámez y Richard Santos, quienes trabajan con ABM aplicaron con la nueva compañía que tomo esta cuenta inicialmente rechazo recibir argumentando que el cliente no los quería trabajando ahí.

La Gerente de Centennial Lake dijo que ella no estaba enterada de este hecho y que discutiran el asunto.

Después de esta y otras acciones logramos el respeto y derecho consagrado en el art. 12 CBA Contrato con nuevas empresas logrando que Harvard llamara a trabajar a los companeros a quienes pretendió negarles su derecho.

¡MANTÉNGASE EN CONTACTO!

Visite el sitio de la local 26 en: www.seiu26.org

¿o por Facebook? Manténgase al corriente al “enlazarnos” en su Facebook. facebook.com/seiu26

Únase al nuestro grupo en nuestras páginas Facebook:
facebook.com/groups/SEIU26Janitors/
De la seguridad: facebook.com/groups/Local26SO/

Siga a la Local 26 en Twitter @SEIU26
Dele un vistazo a nuestro canal en YouTube youtube.com/user/SEIU26

Cambaste tu dirección? Dejamos saber, contactanos al 1-855-625-6225 o info@seiu26.org
We will see you next at:
Leadership Assembly: our annual meeting to set our Budget and plan for 2016.

Saturday, May 14th
10:30 registration

Vamos a:
Assemblea de Liderazgo: Nuestra reunion para rati-ficar el presupuesto y plan por 2016. 14 de Mayo
10:30 registracion

Nuevas oficinas de la union:
1620 Central Ave NE #177