

**Year
in
Review**



Goals from 2015 Leadership Assembly

We voted to create member Sub Committees to set out goals and proposals for our union.

Status

Security	<ul style="list-style-type: none"> a. Safety Assessments for Security officers b. Fines Paid to Officers for Payroll Errors c. Protection from unjust client removal..... d. One contract for suburbs and downtown 	<p>YES NO YES YES</p>
Workload-Janitorial	<ul style="list-style-type: none"> a. "Walkthroughs": clarify up to 8 hours paid stewards time b. No discipline unless worker given written job description c. Float pool/PT to cover absences, vacancies d. 40,000 sqft maximum average per worker e. Study by university documenting the problem 	<p>YES NO YES NO YES</p>
Part Time	<ul style="list-style-type: none"> a. Equal Pay: receive the same pay as full time workers b. Vacation and Sick Days for PT workers c. Define Breaks d. Protection against cutting hours below 30/ week e. Same Healthcare as Full time if over 30/week 	<p>NO YES MIX MIX YES</p>
Savings/retirement	<ul style="list-style-type: none"> a. Pension/401k plan with ER match b. Support a bill at the MN Legislature (MN Savings Plan) c. Partner with a local bank and/or credit union 	<p>NO YES NO</p>
Stronger contract enforcement	<ul style="list-style-type: none"> a. Quarterly Stewards council (skills,recognition,reports, policy) b. Regional meetings of stewards (strike zones) c. Labor/management committees with companies d. steward paid by company for trainings e. More information and orientation to new members f. Clearer language in Contract (on things like seniority, leads) 	<p>NO YES YES NO MIX MIX</p>
More participatory voting	<ul style="list-style-type: none"> a. Member surveys: online and paper (1700 filled out!) b. Teletown-hall/phone and social media surveys to check-in on member priorities during bargaining. c. CBA ratification: online voting 	<p>YES YES YES</p>
Other key developments in 2015		
Key Priorities from Contract Convention	<ul style="list-style-type: none"> a. Fair raises (65% of janitors immediately, 100% of BBB within 6 months, and all security by end of contract will get to \$15) b. Improve healthcare benefit and keep affordable (\$35/mo) c. More sick days 	<p>YES YES YES</p>
New organizing	<ul style="list-style-type: none"> a. Enter into negotiations with Airtserv over forming a union b. Get agreements with Big Box retail contractors (at Target) 	<p>YES YES</p>
Community strength	<ul style="list-style-type: none"> a. Win sick days policies at city, state level b. Organize "MFE People's Congress" (1500 people) and coalition to negotiate with US Bank(workers, churches, etc) 	<p>NO YES</p>

FIGHTING TO LIVE NOT JUST SURVIVE

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?