

# SEIU Local 26 Union Contract Summary for Security 2016-2020



A union is an organization of workers that have come together to win better pay and a voice at work, and to fight for justice in our communities. Workers first voted to establish our union in Minneapolis almost 75 years ago, and since then we have grown to more than 6000 members, representing janitors, security officers, window cleaners, and more at companies across the twin cities. Members vote democratically on all major decisions in our union, and we elect our negotiation teams to bargain with the companies over our “union contract.” The “union contract” is a legal, written document that the companies sign with all of the rights and protections that we have won so far. Every few years, we can negotiate a new contract to improve what we have if we are united and willing to fight together. A summary of our current contract is below (see the contract for exact language). To contact our union, speak to your steward at your building, call our **Member Resource Center at 1-855-265-6225**, or come to our union hall at 1620 Central Ave NE #177, Minneapolis. We usually have quarterly general membership meetings and new member orientations at our union hall. Contact the member resource center for information on upcoming meetings.

## Article 1, 2 & 3: Who is covered by the union contract?

- All security officers are covered by the contract, as long as their building is within the 7 county Twin cities metropolitan area, except supervisors and managers.
- Union members pay dues each month through their pay checks to make sure that the union has the resources needed for representation, and to keep us strong so we can win more improvements in the workplace.
- For your first 90 days at a company you are “on probation” and cannot file a union grievance.

## Article 4, 17: Can I be discriminated against for supporting the union?

- The company cannot punish you for participating in the union, or for your race, gender, sexual orientation, or religion. During the duration of the contract, security officers cannot strike, but we can strike when our contract expires after 2-29-2020.

## Article 5, 6, 18: Do I have a right to clear post orders, training, and safety?

- The company will provide proper equipment, uniforms, site specific training, and site specific post orders so your responsibilities are clear.
- The company must pay regular time for any training, and cover the expense of any background, drug or medical exams. New employee orientation is paid at a lower level, at minimum wage.
- A senior-level Employer representative shall confer promptly with the Union over repetitive safety issues at an account.

## Article 7,9: What is Full time work?

- All Full time security officers shall work 30 hours or more per week. Part timers work less than 30 hours. Pay days are a minimum of every other week.
- Any work over 40 hours per week will be overtime, paid at 1.5 times the normal rate.

## Article 8, 23: how much am I paid?

- Security officers in the Twin Cities 7 County Metro shall get the following raises: \$.40 on 3/1/17, \$.40 on 3/1/18, and \$.40 in 2019. The minimum rate of pay for officers is as follows:

		3/1/16	3/1/17	3/1/18	3/1/19
<b>Downtown</b>	<b>New Officer</b>	12.50	13.00	13.50	14.00
	<b>Senior Officer*</b>	14.80	15.20	15.60	16.00
<b>Suburban</b>	<b>New Officer</b>	11.00	11.50	12.00	13.00
	<b>Senior Officer*</b>	-	12.50	13.50	15.00

- The company shall offer employees a 401K plan after 1 year of service.

## Article 10 & 11: What are my Holidays and vacation?

- All security officers get 6 paid holidays: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If you work that day, you get 1.5x regular pay, or straight pay if your regularly scheduled shift is cancelled due to the holiday.

- All full time security officers accrue vacation based on each hour worked. (the exact formula is in the contract, but on average it equals the following)
  - 0- 3 years of seniority= 1 week of vacation per year
  - 3-8 years of seniority= 2 weeks
  - 8+ years of seniority= 3 weeks

**Article 12: When can I take a leave of absence or sick day?**

- Sick days: you get 3 paid sick days after 1 years of service, and in 2018 downtown senior officers will get 5 paid sick days.
- Disability pay: if you are temporarily disabled due to illness or injury, you get paid 55% of your regular weekly pay, for up to 12 weeks (and 6 weeks for the birth of a healthy baby). You must have completed your probationary period, have a doctor’s note, and work full time to qualify.
- Family Medical Leave: for your sickness or the sickness of an immediate family member, you can take off up to 12 weeks, unpaid. You must have a doctors’ note and at least 1 year of employment.
- Bereavement leave: full time officers get 3 paid days for the death of mother father, spouse or child, and 2 days for brother, sister, mother and father in law, and 1 days for grandparents or grandchildren.
- We also have the right to jury duty pay, military leave, or Union leave to do union business.

**Article 13: What are my health benefits?**

- All full time security officers qualify for health, dental and vision insurance, but you must sign up for the benefits after your first 3 months, or during open enrollment every November after that.
- The company will pay most of the cost of the health insurance premium, but you must pay
  - \$35 per month for individual coverage
  - \$200 per month for coverage of you and your kids (spouses are not covered)
- The company shall pay for a life insurance policy of \$10,000

**Article 14,15: What is seniority?**

- Your seniority date is the date that you began working for your company, or the date you began working at your building, whichever is longer.
- Extra or overtime hours are given to the officer with the most seniority first.
- If there is a layoff, it should go by the least senior officer in the account. If you are laid off, you will be offered jobs on the “layoff list” by seniority for a maximum of 12 months.
- If you want to transfer to a different building, put your name on the “transfer list”.
- When a position becomes available, it will be posted at the company branch, with a copy sent to the union. It will be filled by seniority from the layoff and transfer lists, and only after that by new applicants.

**Article 16: Can a client request my removal from a site?**

- If a client requests that the company remove a security officer, the company must try to place the officer in another account without loss of pay rate or hours. If that is not possible, the officer may go on the layoff list, or accept a lower paying position. If within the next 12 months a position becomes available at the officer’s old rate of pay, the officer shall be offered that position based on seniority.
- A senior-level Employer representative will confirm in writing that the removal was requested by the client.

**Article 18, 19, 20: If the company violates the rules in the contract, what can we do?**

- Stewards are volunteer leaders elected by their co-workers in every building. Stewards are trained to enforce our contract. Union representatives can go to visit your building, as long as they do not disrupt your work.
- If the company violates our contract you can file a grievance
  - Step 1 is a discussion between you, your steward or representative and your supervisor
  - Step 2 a written grievance is sent to the company. They must respond in writing within 10 days.
  - Step 3 is a meeting with you, your steward and the union representative, and the company.
  - Step 4 is arbitration, where a neutral third party judge has the power to decide who is right and what the company should do.
- You must file a written grievance within 10 days (except on terminations which must be filed within 3 days.)
- If you sign a “discipline letter”, it does not mean that you agree, but simply that you have been given a copy (you should keep the copy for your records).
- Written or verbal warnings are taken out of your file after 12 months.

**Article 22: What are our rights when our buildings change contractors?**

- The new company will offer employment to the employees of the old company, as long as the security officer is not on probation, and they pass the normal background checks and drug tests.
- The workers keep their seniority, pay rate, and benefit levels from the old company.