2000: As janitors formed a union and won nationwide victories, security officers in the same buildings asked: when will you come back to help us? A National security organizing drive was launched, paid for by Janitors dues.

2005: Security officers won first union contract in MN (one of the 1st market wide master contracts in the country), but it was weak, because the membership was not yet strong.

2008: the security companies were taken by surprise, when officers struck for one day, including the first civil disobedience arrests of security officers in the country. The result: a breakthrough contract:
- 5 years of 50 cent raises every year (many officers had not seen raises in 10 years).
- cut the cost of healthcare for individual officers in half immediately, and reduced the cost by over $100 per month for officers in the contract’s final year ($20 per month cost in final year).
- This new contract established the first paid sick days, and required employers to offer 401k options to Officers for the first time.

2010: We organized national non-union companies G4S and Allied Barton.

2011: We organized suburban officers join the union.
**2013:** Coordinating for the first time with janitors, both groups set a strike deadline of Feb 24th. After walking away from the table on Friday, the security companies came back for emergency bargaining. At 4 a.m. on Wednesday after 14 hours of bargaining, officers reached an agreement with American Security, but the other companies refused to sign. 2 hours later, security officers began their one-day strike against the other security companies, including a huge protest and civil disobedience in front of Wells Fargo. 48 hours later, all the companies had signed the same agreement that American Security signed!

- Won a first contract for suburban security that reduced healthcare premiums from $120 to $30/month for suburban officers
- added sick days to the downtown contract.
- included the first language challenging “client requests” from removing officers unfairly.
- a minimum of $1.20 in raises over the contract,

**2014:** Security officers at Hannon, the last major non-union company in our market, join our union, bringing our union density from 60% in 2008 to 95% today.

**2016:** This contract won a merger of the downtown and suburbs into a single contract and narrowed the pay difference to $1 (it started at close to $5) with the slogan: same pay and rights for the same work! A few months later, Command security officers at USPS struck for one day to protect their benefits and keep the union.

**2017:** Established a sideletter for event security, pulling work at stadiums, convention centers under a single higher standard for the first time, raising average pay from minimum wage to $12.50 today.