



FIGHTING TODAY FOR A BETTER TOMORROW

SEIU Local 26 Event Janitorial Bargaining Update #7

Why not here?

After over 2 months and 6 bargaining sessions, the companies in Minnesota have not agreed to a single major issue janitors have raised. In December, many of the same companies agreed to a contract on the east coast:

	Hourly rate	Fully employer paid healthcare for family	Pension	Average cost of Rent
Pittsburg, PA	\$19.77	Yes	Yes	\$1,236
Mpls/StP, MN	\$16.42	No	No	\$1,590

The company counter proposals:

Stronger policies to reduce workload injuries	NO
6 Sick days for all workers	NO
Holidays (Eid, Christmas Eve, MLK)	NO
Emergency loans via paycheck at low interest	NO
Stronger policies to stop harassment at work.	NO
Penalties if late/incorrect paycheck.	NO
15 minute breaks	NO
Fairer Grievance procedure	NO
Green tech positions to protect the environment	NO
Increase full time work	NO

Stop the Unfair labor practices: It's time for Justice

Janitors are sick of waiting for the companies to take our futures seriously. The companies paid thousands of dollars in the last 3 years to block us from receiving Sick days, through courts and arbitrations, and now they are stalling again. They even proposed to take away our float/birthday holiday and make it a sick day!

- They haven't given information we requested so we can make proposals.
- Our original contract expired Dec 31st, yet by mid-January they hadn't even made a proposal on wages!

The bargaining Committee has decided to call for a one-day strike to stop the companies unfair labor practices and settle a fair contract. Your elected bargaining committee unanimously recommends a Yes Vote!



"[The] Union is like an umbrella, they protect us in the workplace, but we have to be united. I am inviting you to the Rally on Jan 21st downtown Minneapolis skyway." - Mr. Devi Karki

Next Steps:

Upcoming Bargaining Dates: Jan 22 & 28th @Delta Hotel -1330 Industrial Blvd NE, Minneapolis

Mpls Rally for Fair Contract: January 21 Rally @Hennepin County Gov Center 300 S 6th Str, MPLS @11:30am

ULP Strike Vote/Member Meeting: February 8th (Saturday) @SEIU26 826 18th Ave NE, Mpls @12-2:00pm

For more information, talk to your steward, find us on Facebook.com/seiu26, or call 1 855 265-6225



Jobs that support joyful families



Work that keeps us healthy



Homes we're proud to live in



A Healthy planet for our kids

Questions and Answers about Strikes over Unfair Labor Practices

Who decides if we strike? This strike is to stop the companies' unfair stalling and settle a fair contract. The membership must vote to give authorization for a strike. This vote is set for February 8th 12:00pm at the union hall, 826 18th Ave NE, Minneapolis MN The bargaining committee recommends a YES vote. There is no date set for the strike, the bargaining committee will set it.

Can I be fired for participating in this strike? No. It is our right to strike under Federal Law: Section 7 of the National Labor Relations Act. It is illegal for our employer to replace us permanently, fire, or discipline us for participating in a strike over unfair labor practices.

What should I do if my manager says we will lose our jobs if we strike? It is illegal for your manager to threaten to fire or discipline you for striking. Please report any threats immediately to your steward or the union hall (855) 265-6225.

Our Union contract expires on January 31st. Are we still protected by the union? Yes, we are still part of the union. When the contract has expired, by law, all of the wages, benefits and working conditions in our contract must remain the same until the bargaining process is completed. This means that we cannot be fired or disciplined unjustly. If your manager tries to cut your hours or change your working conditions, you must report it immediately to your steward or the union hall (855) 265-6225.

Can I be disciplined for talking about the union or the strike? No, it is illegal for your manager to discipline you or treat you differently for talking about the union or the strike. If you are allowed to discuss family matters or sports or the weather at work, then you can discuss the union.

My manager said that the union is asking for too much: Janitors in other cities working for many of these same companies and the same building owners won wages and benefits similar to what we are asking, and our families deserve the same.

Will we lose a day's pay if we are on strike? Yes. There is no pay when we are on a one-day strike.

Have other janitors struck before? Yes, Janitors here in the Twin cities struck in 2016, and won significant improvements in our wages, health insurance coverage, and full-time work. Security officers in the same buildings went on one day strikes in 2009 and 2013 and won 50 cent raises each year for 6 years. retail store cleaners went on numerous strikes in the last 5 years and won the right to a union. At the end of these strikes, the workers all came back to work and no one lost their job.

In Solidarity, Iris Altamirano, President, SEIU Local 26