



SEIU Local 26 Janitorial Bargaining Update #8



The union rejected the company's proposal to take our floating holiday and turn it into a sick day. The union rejected their proposal to divide metro workers from suburban by giving more sick days to Minneapolis & St Paul workers. We could not agree with the companies to a sick day structure that did not get us ALL to 6 sick days for every worker.

January 28th negotiations, the bargaining committee can expect an economics proposal from the companies.

The time to show up is now! Show up for your floating holiday! Fight for your sick days. Fight for your wages! Fight for your family!

Next Steps:

Upcoming Bargaining Dates

January 28, 2020 9am @Delta Hotel 1330 Industrial Blvd NE, Mpls & February 11 @Delta Hotel

ULP Strike Vote Member Meeting

February 8th, 2020 12-2:30pm @SEIU Local 26, 826 18th Ave NE, Minneapolis, MN

For more information

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



"La unión somos nosotros los trabajadores y los invito a participar este 28 de Enero para las próximas negociaciones para lograr un contrato justo unidos todos lograremos algo grande"

"The union is us workers and I invite you to participate this January 28 for the next negotiations to achieve a fair contract together we will all achieve something big"

Lourdes Tapia
Harvard



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 55418. 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.

When our Union contract expires, 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: Workers in other cities working for many of these same companies 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