



FIGHTING TODAY FOR A BETTER TOMORROW

SEIU Local 26 Security Bargaining Update #7

Security Companies ask us:

What's more important to you, Sick days or raises?

In negotiations on 1/23/20, the companies proposed to give 6 sick days per year to senior officers downtown. While this was a good development, which we've been requesting for over 3 years, they said it wouldn't begin until 2023. To add insult to injury, anyone outside of downtown, or with less than 4 years seniority, would only get 3 sick days. Our committee said strongly; we need 6 sick days for ALL security officers starting immediately!!! It doesn't matter if they are junior or senior, if they are downtown or in the suburbs, EVERYONE NEEDS 6 SICK DAYS! Then the company's representative said, we may have to choose between sick days and raises.

WHAT!?!?!?

This is the best economy that many of us have seen in years. We passed \$15 minimum wage in the cities, and Events Security just got a \$4.50 raise over 3 years. The market is moving up! Our union fought to win policies in Minneapolis and St Paul for 6 sick days per year. Now the companies are suggesting that we need to choose between sick days and good raises? This summer, American security refused to agree to 6 sick days for officers in Minneapolis and St Paul, when the other companies said they could. Are they the obstacle now?

After 7 bargaining sessions, it is clear that we won't get a breakthrough on the sick days, fair raises, and other issues security officers have brought forward, until we send a clear message that we are ready to strike.

Next Steps

Upcoming Bargaining Dates: February 10th, 18th, & 19th, 2020 @Delta Hotel 1330 Industrial Blvd NE MPLS

ULP Strike Vote 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



"They're asking us to choose between raises and sick days. Now is the time to fight and stand our ground. Come to the STRIKE VOTE on February 8th! I want to see you ALL there!"

- Drew Flynn, Minneapolis Security Officer

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