



FIGHTING TODAY FOR A BETTER TOMORROW

SEIU Local 26 Janitorial Bargaining Final Update #13

Janitors win historic agreement with Companies

On Saturday March 7th, after 4 months of negotiations, our committee reached a tentative agreement with the companies for the biggest janitorial raises in our Local's history. The agreement was reached at 7am in the morning after 22 hours of bargaining through the night. Hundreds of janitors got off shift and streamed into the negotiation room in the early morning, showing our strength and unity as we approached the Monday deadline for an open-ended strike. The critical moment in this victory was our powerful one-day strike on February 27. Before this strike the companies had reached no major agreements with the union and only offered \$1.40 in raises over 4 years. After the strike they reached the following agreements:

<p>Big wage raises each year</p>	<ul style="list-style-type: none"> • Full time Janitors: 75 cents, 45 cents, 52 cents, 48 cents for a total of \$2.20 over the 4 years of the contract (our previous biggest raise for full time was \$1.80!) • Part timers in big buildings (over 250,000 sq feet) they will get the same \$2.20 in raises as the full timers. Part timers in smaller buildings (from 75,000-249,000 sq ft) will get the same percentage raises as full timers. Part timers in the smallest buildings (under 75,000 sq feet) in the city of Minneapolis and St. Paul will go to \$15.50 by the end of the contract (a raise of \$3.11 by the end of the contract), and in the suburbs will go to \$14.10 (a raise of \$3.00 by the end of the contract). • Janitors who work events at stadiums will jump from \$11.12 to \$16.00, over \$4.00 over the life of the contract!
<p>More Sick days:</p>	<p>Starting next January, all full-time janitors with 5 years of seniority or more will have 6 sick days. This is better than the law that we have been fighting over for 2 years with the companies, because it includes suburban workers too! All full-time workers less than 5 years will get two additional sick days.</p>
<p>Green cleaning</p>	<p>We won a new education fund, and a commitment to discuss issues like worker safety, better chemicals, reducing waste and energy at a re-formed labor management committee.</p>
<p>Workload:</p>	<p>Janitors who believe they have unreasonable workload may request a review and walkthrough with a steward. The number of paid walkthroughs per company per month was increased from 1 to 2.</p>
<p>Sexual harassment:</p>	<p>for the first time we won language in our contract that the companies will work with the union to prevent "all forms of illegal harassment, including sexual harassment" and communicate their policies to all members.</p>

Improved vacation:	Workers will receive vacation each January 1 st in full days based on seniority, not based on the accrued hours worked the previous year. (for example, a worker with 4 years seniority who missed a month of work would get 2 full weeks of vacation in the new system, rather than 73.92 hours). Vacation requests will be given (and a response from the company returned!) in writing.
Healthcare:	lower premiums to \$40/month for single, and \$150/month for individual plus kids, with no more than 8% increase each future year.
Seniority:	12 months on layoff list before losing seniority (previously was only 6 months)
Incorrect paychecks	Will be fixed within 5 days (rather than having to wait till your next paycheck), and direct deposit available to employees.
Union orientation	Video shown to all new employees, so workers know their rights.
New years eve:	More flexibility on getting off 4 hours early.

The next step is the membership must ratify this tentative agreement. The raises will begin the next pay period after ratification.

Next Steps:

Member meeting and Ratification Vote: Saturday March 14th.

Location Union Hall @12pm 826 18th Ave NE, Minneapolis NE

***To Vote @MSP Airport contact Abraham _____**

