



SEIU Local 26 Security Bargaining Update #8

Massive Strike Vote: YES

At a packed union hall, security officers joined Janitors and other service workers to unanimously vote yes to authorize a one-day



Strike. The strike is to stop the companies' unfair labor practices of stalling bargaining negotiations, and to settle a fair contract. Community Allies and State Senator Patricia Torres Ray all came to speak in support.



With the momentum from the vote, security officers returned to the bargaining table:

For the first time, the companies suggested that they could increase the number of sick days (one of our central demands!), but after a day of sidebar discussions our committee still had received no Tentative Agreements in writing. We now have just two more days (back to back) of bargaining scheduled before the expiration of our contract.

The next chapter in this struggle depends on you:

- The company has proposed only \$0.80 raise total spread over 4 years. Does this keep up with the costs of living for your family?
- The company has proposed to increase the cost of healthcare over the life of the contract.
- The company has not agreed to any of the major proposals from security officers.

Are you ready to take a stand for your future?



"Today's bargaining session was a waste of time. The bosses didn't give us a single proposal that they owed us. I'm not working for 'Scrooge' anymore. Let's STRIKE!"

- Brinkley Watson, Security Officer

Next Steps

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

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

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