



## SEIU Local 26 Retail Cleaners Bargaining Update #6

### **New Tentative Agreement reached with Companies!**

After 17 hours of negotiating, at 2am our bargaining committee of retail janitors reached an agreement with the companies for our new union contract. Despite a very hard negotiation, with economic recession and the coronavirus getting bigger every day, the new agreement is a major advance in many ways for retail cleaners:

#### **1. Wage increases:**

	3/1/19 (last year)	3/1/20	3/1/21	3/1/22	3/1/23	TOTAL over 4 years
No employee will make less than this base rate per hour...	\$11.60	\$12.50	\$12.75	\$13.25	\$14.50	= \$2.90
No employee will get a raise less than...	\$.25	\$.50*	\$.30	\$.30	\$.30	= \$1.40

\*Diamond shine workers received their raise early, in mid 2019 that counts towards the raise on 3/1/20.

- Lower pay rate for new hires shortened from 2 years to one year (.50 cents less)
- All pay must be at least \$.50 above minimum wage (which means all stores in the cities of Mpls and St Paul will be at \$15.50 by 2023)
- Raise will be retroactive to March 1.
- Paydays every 2 weeks, and direct deposit, and if the company makes a mistake on your check they must fix it within 3 days.

#### **2. Stronger protections against injustice**

- Any verbal warnings, a copy will be given to the worker

- Probation was shortened from 90 days to 60 days
- Discipline comes out of your file after 18 months (used to be 24 months)
- Protection from “illegal retaliation”
- Protection against sexual harassment
- Industry defense fund, to go after non-union companies that don’t treat their employees right.

### 3. Staffing, workload, training and equipment:

- At least 25% of all work must be full time (40 hours per week), before there was no requirement.
- Shirts/smock/safety vests provided by the company, and slip resistant shoes if required, and jacket if outside work required.
- Newly hired workers will be trained and given job description. If you are asked to train a co-worker, your duties will be reduced or given extra hours.
- If there are proposed changes to a store, the company must give the union 14 days’ notice and offer to meet.
- Disputes over unreasonable workload will be addressed by a committee, and then a review with the worker and steward and high up company official.
- Limits on involuntary transfers.

### 4. Health insurance, Vacation, other benefits:

- We maintain the same healthcare plan at the same cost (\$122 per month) until 1/1/23 it will lower to \$80 per month for workers with 5 years of seniority.
- PTO accrual will be sooner: 2 weeks over 4 years, 3 weeks over 8 years, 4 weeks over 15 years, and the company will respond within 7 days to vacation requests
- Short term loans available to members in an emergency

## Next step:

**Ratification Vote**, Saturday, March 21<sup>st</sup>, 12pm to 4pm, at the union hall.

Call Edith if you have questions. Please stay safe in this time of coronavirus, and don’t vote in groups larger than 5-10 people. [www.seiu26.org/covid-19](http://www.seiu26.org/covid-19)



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