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:

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

*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 21st, 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)