



FIGHTING TODAY FOR A BETTER TOMORROW

AIRPORT WORKERS COMMERCIAL & RETAIL JANITORIAL SECURITY OFFICERS WINDOW WASHERS

SEIU Local 26 – Security Officer - New employee handout

Welcome to your new job and welcome to SEIU Local 26!

You are the member of a Union, the Service Employee International Union (SEIU) Local 26. A Union is an organization formed to bargain with the employer over wages, benefits, and workplace conditions. If you are reading this, you are employed by a Security Contractor who is part of our contract.

This contract is the power the Union uses support you. The contract was negotiated with the companies, by other Union members. The contract is there to define your pay and benefits. It is also there to protect you.

Before the Union there was no sick time, no vacation time, no health insurance at most security sites. Wages were close to minimum wage and raises were rare.

A digital copy of the contract is available on the SEIU26.org website under Members, Security Officers, Security Contracts and current contract. Download a copy and read it so you know what has been negotiated for you.

Issues to the Boss

The Boss at your account, is still the Boss. They will provide you work direction, scheduling and pay you. They provide the uniforms. Day to day work issues should go to the Boss. (Article 16.1 of the 2020-2024 Security Contract).

Issues to the Union - Grievances

The Union exists to support the contract. If you see a violation of the contract let your Steward know. Talk to the Boss about it with a co-worker if this is possible. If not, call the Member Resource Center. The MRC team will file a grievance with you. A Grievance is a dispute over the interpretation of the contract. It will result in an appeal process and a meeting between the Union and the Company to resolve the issue. (Article 20).

Probation – 90 days before you are a full member of the Union.

While on probation, you will receive a Health Insurance package in the mail. If you want the health insurance, this is your only change to get it, until the annual open enrollment period in November each year. Health insurance includes medical,

dental, vision and prescription coverage. The cost for a single person is \$40 per month and \$150 for single + child.

Union Office – Contact Information

Member Resource Center – 865-255-6225

Security Organizer – call the MRC and an Organizer will call you back.

Website – SEIU26.org

See the local 26 website for forms, handouts under Members, Security Officers.

Role of a Steward

A Steward is a Union member who will support the contract in your workplace. The Steward can negotiate with the Boss on your behalf (Article 18.5 and Article 20.2). Stewards are elected by over half of the members of their worksite. They will represent your co-workers on Steward calls with Union Staff. If you want to help your co-workers, become a Steward.

Role of an Organizer

An Organizer will visit worksites on behalf of the Union to support the contract (Article 18.6). They organize the members with personal contact, emails, and training. Organizers are often involved in special projects for the Union.

Role of the Member Resource Center – 855-265-6225

The member resource center is staffed with experts in benefits, the contracts and workplace issues. Call here when you have a contract violation – 855-265-6225

Democracy in the Workplace

When there is a workplace problem, it is possible to organize your co-workers into a concerted action. This may be a petition or meeting with the Boss. Once it is more than one person, it is protected activity by Federal Labor Law. Contact your Organizer for more information on using democracy in your workplace.

Contract Negotiations

Near the end of a contract, Local 26 members will elect a negotiating committee of Security Officers. This committee will draft a new contract which will be discussed in meetings with management until a new contract is approved. Once a new contract is drafted, members vote to approve it. This is how the contract is developed.

Contact Sections to read

Wages – Article 8

Vacation time – Article 11

Holidays – Article 10

Sick Days – Article 12.8.

Seniority – Article 14.

Management Rights – Article 16.

Breaks paid or unpaid – Article 18.3