



FIGHTING TODAY FOR A BETTER TOMORROW

AIRPORT WORKERS COMMERCIAL & RETAIL JANITORIAL SECURITY OFFICERS WINDOW WASHERS

Sick Time is in your Contract – See Article 12.8!

Security Officers sick time is defined by the Contract or City Council Ordinance, whichever is greater. FT or PT Officers working in the downtown areas accumulate vacation based on either the City of St. Paul or City of Minneapolis Safe and Sick time ordinances. Suburban Officers receive Sick Days per the CBA.

Worksite Location:	Days:	Language covers:
Mpls/St. Paul - ESST	Up to 6	1 hour per 30 hours worked PT or FT.
Mpls/St. Paul - 2020	5	FT Officers only. ESST is greater so 6 days.
Mpls/St. Paul – 2021	6	FT Officers only. PT use ESST calculations.
Suburb – 2020, 2021	3	FT Officers only. No PT coverage.
Suburbs -2022, 23, 24	4, 5, 6	All Officers at 6 sick days by 2024

Calling in Sick:

- When calling in, do so **AT LEAST** 4 hours before your shift’s start time, and explain that you are not showing up for work and using sick time (if available), otherwise it would be unpaid time. You do not need to explain any further or allow them to try to intimidate you or negotiate with you.
- You are NOT required you to give out your medical information. If you miss multiple days, you may be required to supply a Doctor’s note.
- Follow your company policies on Covid-19.
- It is the boss’s job to cover shifts. **You don’t have to find coverage for your shift.**
- You can call in sick to care for your dependents.
- If you or a family member expect a prolonged illness, reference Article 12 in the contract book. FMLA protects your job and seniority at work, but all the necessary paperwork MUST be filed through your employer’s HR Department.
- Disability pay is also provided by the CBA, and can be found in Article 12.

City of St. Paul - Earned Sick and Safe Time (ESST)

<https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development-18>

City of Minneapolis – Safe and Sick Time

<http://sicktimeinfo.minneapolismn.gov/employee-resources.html>

CBA at: seiu26.org/files/2020/06/Security-SEIU-CBA-2020-2024-Final-74557.pdf

Questions? Contact the SEIU Local 26 Member Resource Center – 855-265-6225