



In memory of the 4 SEIU Local 26 Union members who died this year of COVID and the 800 who fell ill but survived



Leo Escobar



Lorenzo Palma



Zeferino Sanabria



Armando Solís

*We give not just a moment of silence,
but a lifetime of struggle for justice.*



Art: Aaron Johnson-Ortiz

SEIU26 Leadership Assembly

May 15th, 12pm-2pm



Our union, SEIU 26, represents over 8000 property service workers in the seven-county Twin Cities area. Every year, the plans and budget of SEIU 26 are decided on by the members. Our union is strong because it is democratic, and the only way to keep it strong is to get involved. Our leadership assembly is coming up on May 15th, and this newsletter has the information you will need to participate.

How do I attend?

The Meeting will be held online via zoom, like we did last year, because of covid. The link for the meeting is seiu.mn/MAYO15. Only Stewards will be able to vote, per our constitution, but all members can participate.

How do I become a steward? You must pass a petition and get a majority of the workers on your shift to support you, and turn that petition into the union hall. Call your organizer if you have further questions, call the union or visit seiu26.org

Who makes decisions in our union? YOU



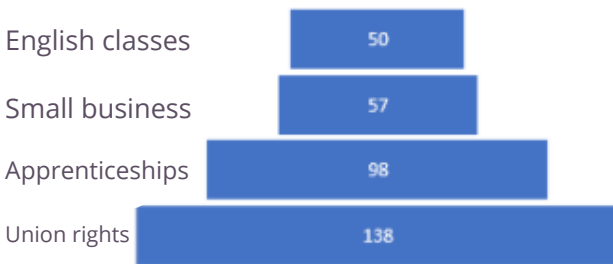
Union Members: stewards are elected by members in each building

Leadership Assembly: Stewards study, discuss and vote on the program and the budget every year.

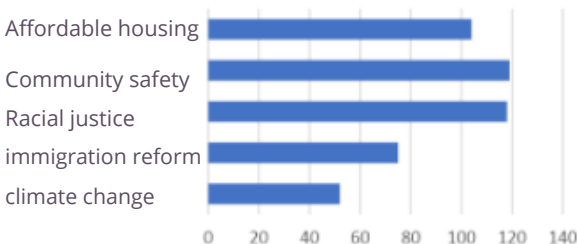
Executive Board: Every 3 years, four union officers are elected by the general membership & union delegates are elected by members from each division.

Union Staff: Our staff are hired by the President to implement the program laid out by the leadership assembly and stewards.

What union classes would you like most?



What community issue is most important to me?



Member Voice: Member Priorities

In March hundreds of members filled out a survey for the first time about how we are doing as a union and what members want to see:

Do you think the union does a good job fighting for members?

(1=best, 5=worst) the average response was 3.1

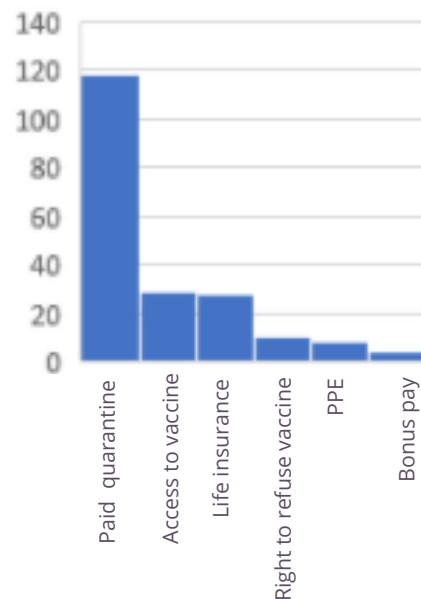
Do you get a prompt response when you contact your union?

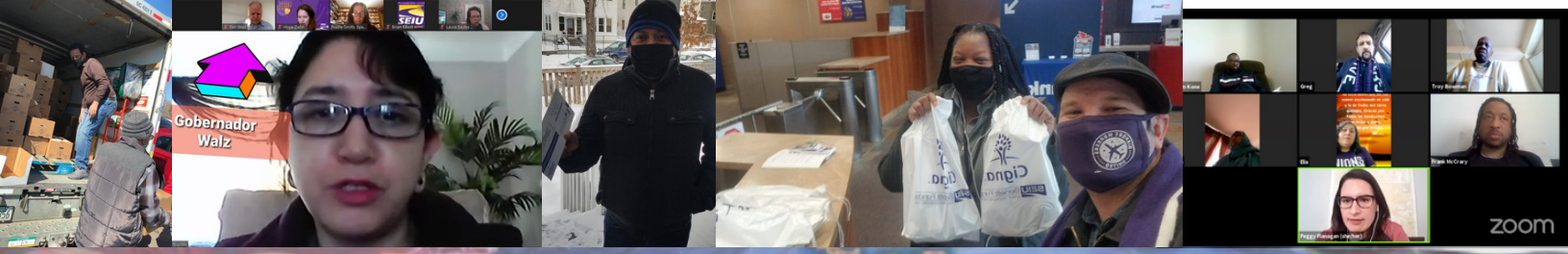
(1=best, 5=worst) the average response was 3.2

Do you have a steward at your worksite?

40% said yes, 57% said No or didn't know their steward.

In the fight against COVID, our union should prioritize





Year in Review: 2021

Our union's fight to protect essential workers
Created union solidarity fund: \$300 solidarity payment for members in quarantine, (spending over \$300,000) and got free healthcare for laid-off workers for 9 months of 2020.

Our union fought to get access to Vaccines for our members
Essential workers made their voice heard: over 700 letters sent to MN legislators, over 20 member testimonies with Governor, State and city officials, 3 public memorials, all pushing for Essential worker bonus and quarantine pay.

We launched a new partnership with OSHA to enforce PPE and worker safety, and won hundreds of MRC cases at the worksite to provide PPE and better safety. Distributed food, and computers, and 20,000 masks.

Building Member strength
Hired new staff and re-organized departments in organizing and Member resource Center to put focus on members.

Held our first-ever member meetings online (previously only face to face), launched bi-weekly video updates and e-newsletters.

Union Building visits resumed in February 2021, after being halted for 10 months from covid.

Stewards councils planned own winter celebrations by sector.

Members elected a new Union leadership team on December 5th.

The fight for Racial Justice and George Floyd
L26 Security officers developed a new Apprenticeship program for "Community Safety Specialists" as a way to address the tensions between community and police

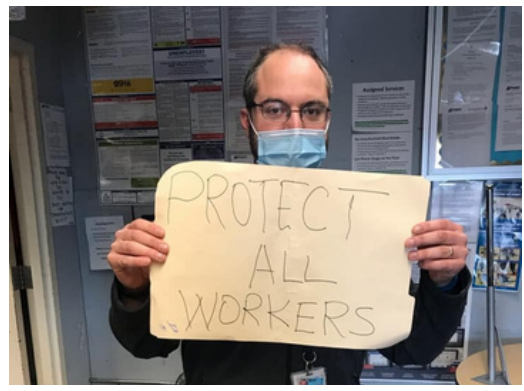
Union got members paid for lost days as a result of unrest and fought against layoffs from trial
Helped build coalitions to push for systemic changes in policing in Minneapolis.

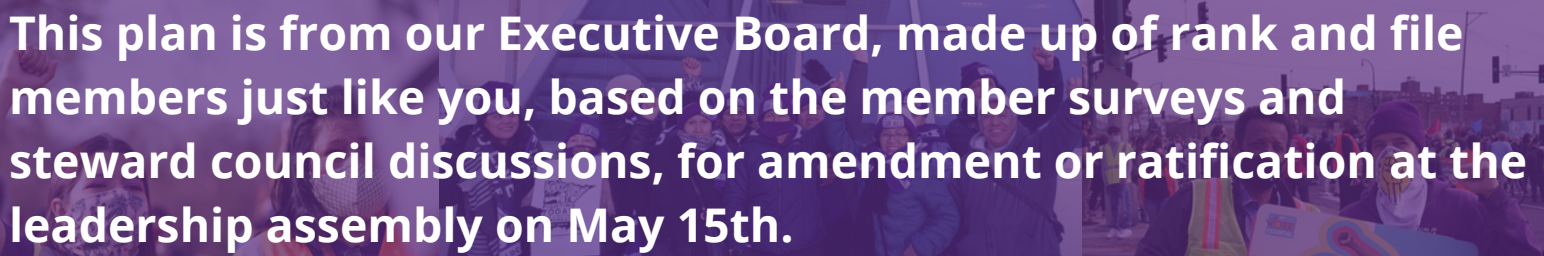
Held member meetings with the chief of police and National guard around member safety during the Chauvin trial

Making politics work for working people
Hundreds of members and staff volunteered and did phone banks to help Biden win the national election. Biden's \$1.9 Trillion stimulus gives checks of \$1400 to adults and applies to immigrant families too. The CARES act won millions for Airport members so many could keep working.

At the state level, we won an extension of unemployment benefits and a moratorium on evictions.

At MSP airport, we won a \$15 minimum wage!





This plan is from our Executive Board, made up of rank and file members just like you, based on the member surveys and steward council discussions, for amendment or ratification at the leadership assembly on May 15th.

Our plan to win 2021

1) Focus on the members

- a. Faster Grievance process: Goal that grievances will be moved to arbitration or closed within 60 days,
- b. More Accessible: Member Resource Center dedicates staff to return calls and “call waiting” option, expanded office hours to one Saturday per month.
- c. More transparency: Member and steward informed of grievance progress, and if closing, can appeal to executive board if don’t like the outcome.
- d. More Staff training to improve skills, better software to manage cases, regular evaluations.
- e. Coordinated enforcement campaigns: determined and carried out every 3 months by steward councils and staff in each sector.
- f. Double the number of stewards: improve basic training, launch new “advanced steward” program to reach more worksites.
- g. Triple the number of members in weekly contact with the union through Whatsapp and email, and education.
- h. New website with easy access to member resources, executive board emails.
- i. New member orientation: each new member will get a video, text, and call within the first month.

2) Seize the opportunity in times of change

- a. Protect essential workers: paid quarantine, hero pay, unemployment insurance and healthcare.
- b. Lead the fight for justice: on immigration, affordable housing, climate, and community safety
- c. Expand our industry standards: by creating “worker councils” in state and local government, and Organizing non-union companies in strategic industries.

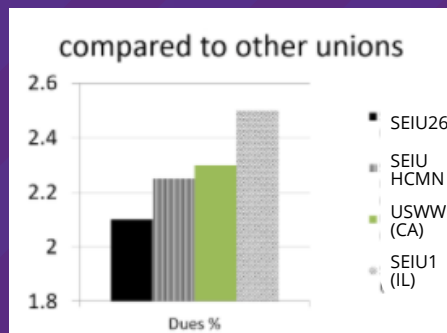
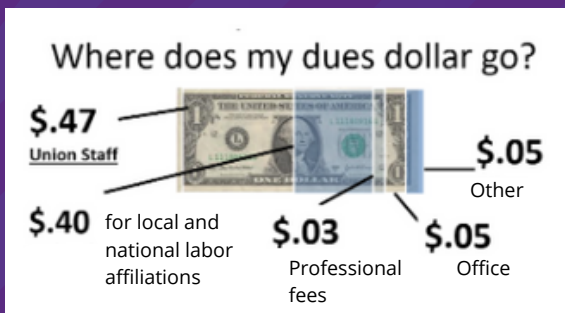
3) Reimagine our union for the future

- a. Member to Member Solidarity
 - i. Double the death benefit for members from \$800 to \$1600, with group discounted rates if a member wants to buy more.
 - ii. Create a new emergency hardship fund, with oversight by members.
 - iii. Increase strike fund for 2024 contract fights, so we can win things like retirement.
 - iv. L26 cares: a program to help members connect with resources: like unemployment, rental assistance, food banks in the community.
- b. Training to advance our careers: classes on English, green cleaning, New apprenticeships for Windows, Security.
- c. Member-owners: Support worker-owned cooperatives and members’ small businesses, help members become homeowners, create a member committee to research owning our own union building.

SEIU Local 26 Budget/ Presupuesto	Actual/verdadero					budget/ presupuest
	Apr'16-Mar '17	Apr'17-Mar '18	Mar'18-Feb'19	May 19-Apr'20	Apr '20 - Mar '21	
Income / Ingresos						budget
1000 · Membership Income / Cuota	\$ 3,455,201	\$ 3,478,873	\$ 4,006,800	\$ 4,102,720	\$ 4,036,435	\$ 3,693,000
1100 · Int'l Subsidy & grants / Subsidio Internacional	\$ 573,218	\$ 639,021	\$ 544,844	\$ 480,957	\$ 881,926	\$ 265,000
Total Income / Total Ingresos	\$ 4,028,419	\$ 4,117,894	\$ 4,551,644	\$ 4,583,677	\$ 4,918,361	\$ 3,958,000
Expense / Gastos						
2000 · Salaries / Salarios	\$ 1,066,105	\$ 1,197,433	\$ 1,338,614	\$ 1,665,510	\$ 1,398,295	\$ 1,499,000
2500 · Allowances / Gastos Telefono	\$ 22,992	\$ 23,000	\$ 25,100	\$ 31,314	\$ 27,300	\$ 25,000
3000 · Per Capita Taxes & Donations/ Contribuciones Per Capita & donaciones de solidaridad	\$ 1,056,135	\$ 1,016,504	\$ 938,806	\$ 1,066,667	\$ 1,277,021	\$ 1,135,000
3200 · Benefits / Beneficios	\$ 441,356	\$ 511,587	\$ 581,734	\$ 619,119	\$ 549,542	\$ 610,000
4000 · Office & Administrative / Oficina y Administrativo	\$ 301,921	\$ 363,051	\$ 324,970	\$ 370,366	\$ 369,867	\$ 370,000
5000 · Professional Fees / Costos Profesionales	\$ 270,300	\$ 126,072	\$ 209,129	\$ 261,733	\$ 136,772	\$ 200,000
6000 · Payroll Taxes/impuestos Deduciones	\$ 122,966	\$ 131,535	\$ 127,282	\$ 153,994	\$ 126,505	\$ 140,000
7000 · Organizing Exp / Gastos de Organizar nuevos mien	\$ 3,624	\$ 70,939	\$ 131,107	\$ 10,921	\$ 9,039	\$ 40,000
7100 · Representational & Service / Gastos de Representa	\$ 69,603	\$ 41,724	\$ 30,270	\$ 417,202	\$ 138,881	\$ 94,000
7300 · Travel / Viajes y Gastos fuera del estado	\$ 34,646	\$ 24,769	\$ 23,740	\$ 42,433	\$ 21	\$ 15,000
7350 · Mileage Reimbursement / Reembolsos	\$ 85,619	\$ 64,744	\$ 56,714	\$ 58,093	\$ 15,368	\$ 50,000
7400 · Other Union Activities / Otras Actividades	\$ 143,958	\$ 128,816	\$ 66,253	\$ 192,567	\$ 170,854	\$ 100,000
Total Expense/gastos totales	\$ 3,619,225	\$ 3,700,174	\$ 3,853,719	\$ 4,889,919	\$ 4,219,464	\$ 4,278,000
Net Income/ ingresos netos	\$ 409,194	\$ 417,720	\$ 697,925	\$ (306,242)	\$ 698,897	\$ (320,000)

Priorities & Assumptions of 2021 Budget:

- **Less income:** expect 10% layoffs in our industries.
 - **Expand life insurance & "Hardship" fund** by re-purposing \$40,000 "Member circle" savings fund.
 - **Restart strike fund for 2023 contract fight** at \$30,000 per month towards goal of increasing savings to \$2 million.
 - **Return staffing to 2019 level**, plus new costs for expanded steward training programs.
- Groundbreaking Apprenticeships** for Community Safety Specialists by using \$320,000 already raised in 2020 from grants.



Informational Meeting with Secretary-Treasurer

Tuesday, May 4, 2021, from 10 am-3 pm at Local 26, 826 18th Ave NE, Minneapolis. We will have our independent auditor's report & full budgets (expanded from the summary above) & an explanation of dues. If that time doesn't work, call 1 855-265-6225 to schedule a meeting.