



Justice for Janitors CONTRACT ACTION

SEIU Local #
Issue #
Date

Watch out for Management's "Divide and Conquer" Tactics

When management starts spending their resources to try to undermine workers' unity, you know you've got the bosses scared.

About a week ago, management started circulating petitions at some downtown buildings aimed at convincing workers to leave the union under provisions in a 14-year old Supreme Court ruling called the "Beck" decision.

"It's no surprise the contractors are trying to divide us," said ????, a janitor at ??, where the management petitions were circulated. "They see us getting stronger and more united every day – and they're afraid of what we can win.

"We sent a strong message back to management at our building. We got word around that this was a boss tactic to undercut our chance to get a better contract – and not one member signed."

Our Union Contract Proposal Highlights Affordable Family Health Insurance, Full-Time Work Opportunities, Better Pay

Management's Offer Would Freeze Our Pay and Benefits

On Thursday, June 26, more than 100 members on our Contract Action Team participated in our second round of negotiations for a new and improved Master Contract. Our team is standing strong for the priorities that members identified in contract surveys last winter:

- **Affordable family health insurance** and other benefit improvements – including paid sick leave, better pensions, and more vacation time.
- **Full-time work opportunities** for workers who want full-time hours.
- **Better wages.**
- **A fair hiring process** that gives immigrant workers more time to correct their papers.
- **Job security protections** when building owners change cleaning contractors at our worksites or when cleaning companies try to transfer us to another worksite with no reason.

Management's proposal includes **no pay increases** and **no improvement in our health insurance benefits**. Instead, management's proposal focuses on adding new reasons to discipline or fire workers.

We plan to continue bargaining until management presents a decent proposal. But our success largely will depend on continued membership unity and participation in actions at the worksite and in the streets.

Get ready to rally. A big turnout at our Health Care Rally next week will help show management that they need to start addressing our issues in bargaining instead of demanding pay and benefit freezes. CAT representatives and stewards will be providing details soon.

