SEIU Local 1 Offices

ILLINOIS

East Wacker Dr., Suite 2500 111
Chicago, IL 60601
240-1600 (312)

West Park Ave., Suite 200 180
Elmhurst, IL 60126
941-3490 (630)

INDIANANA

.S. Shelby St 1028
Indianapolis, IN 46203
636-0563 (317)

MICHIGAN

Library St., Suite 300 1274
Detroit, MI 48226
742-0184 (313)

MISSOURI

.Clifton Ave 2725
St. Louis, MO 63139
647-9950 (314)

Paseo 4526
Kansas City, MO 64110
931-9100 (816)

E. Walnut St., Suite 309 B 305
Springfield, MO 65806
865-2016 (417)

OHIO

Main St., First Floor 917
Cincinnati, OH 45202
721-3096 (513)

.E. 34th St 1368
Cleveland, OH 44114
361-0995 (216)

N. 3rd Street, Suite 300 33
Columbus, OH 43215
221-0713 (614)

Ashland Ave., Suite 212 2300
Toledo, OH 43620
243-0447 (419)

TEXAS

San Felipe, Suite 200 4299
Houston, TX 77027
514-0005 (713)

WISCONSIN

East Wisconsin Ave., Suite 1275 250
Milwaukee, WI 53202
223-0090 (414)
Contents

Stronger Together: The Power of SEIU Local 1 Members .............................................. 4
Together, Members Decide What to Work Toward .................................................. 6
Stewards: Workplace Leaders on Your Side ......................................................... 8
Your Contract: Protecting the Pay and Benefits We’ve Won .................................. 10
Need Help? Someone to Turn to if You Have a Problem ........................................ 12
Workers Joining Together and Winning More ...................................................... 14
The Action Brigade: Members Building and Strengthening Local 1 ......................... 16
A Voice in Our Democracy: Winning for Working Families ..................................... 18
Community Alliances: Working for Good Jobs and Social Change—Together ......... 20
Strength in Numbers: An Involved, United Membership Gives us Our Strength .... 22

Español
Página 23

Membership Card
Access to Savings. SEIU Local 1 union cards show that you are a union member and give you access to hundreds of discounts in stores and online. They are not credit cards or new insurance cards. If you haven’t received your new card, call (877) 233-8880. Visit www.seiu1.org for more information.
Stronger Together
The Power of SEIU Local 1 Members

You are part of a strong workers’ organization—your union. By uniting as a group, SEIU Local 1 members have accomplished much more for ourselves than we could on our own. That’s why our slogan is that we are “Stronger Together.”

By joining together in a union, SEIU Local 1 members
- Have a fair way to solve problems on the job
- Work for the reliable services and good jobs our communities need
- Give working families a real voice in our society

Through our union, we have
- Guaranteed pay increases and benefits spelled out in the union contracts that members negotiate with their employers
- Someone to turn to for help. If you want to know more about your pay and benefits or if you have problems or questions on the job, ask your union steward—a co-worker trained to help you get the support you need. Local 1’s Member Resource Center is also available to help
- A way to improve our community. Through SEIU Local 1, thousands of working people make public officials and big corporations listen to our needs for a change

Union Membership Improves Workers’ Lives
Union workers earn almost 30 percent more than nonunion workers and are more likely to receive health care and pension benefits than those without a union. Unions help create a more stable, productive workforce where workers have a say in improving their jobs.

What is SEIU Local 1
SEIU stands for the Service Employees International Union, which is an organization of more than 2 million service workers throughout the United States and Canada.

A “local union” is a locally-based group of workers who unite to build their strength. These workers support each other on the job; negotiate with their employers to improve their wages, benefits and other working conditions; and work together to win laws that improve the lives of working families.

SEIU Local 1 joins together 50,000 workers in the property-service industry in 11 cities throughout mid-America—including janitors, security officers, residential doormen and maintenance workers, stadium and theater workers, food service workers, industrial workers and others. Together we have won some of the best wages and benefits in our industry.
What Have Unions Accomplished For All Workers

Unions have made life better for all working Americans by helping to pass laws ending child labor; establishing the eight-hour day; protecting workers’ safety and health; and helping create Social Security, unemployment insurance, and the minimum wage.

SEIU continues to lead the effort today to rebuild the American Dream and improve the lives of working people. We are fighting to:

- Ensure that all working families have access to affordable, quality health care.
- Win immigration reform that works for all workers.
- Give all workers a chance to join the middle class by having a free choice to join unions.
Together
Members Decide What to Work Toward

SEIU Local 1 belongs to the members. The more active we are, the more effective our union will be. As members of our democratic organization, we have the right to

.Elect the officers of our local union •
Every three years, all members of the union vote on the officers who will lead our union. Including the President, Secretary-Treasurer, Recording Secretary, Vice Presidents and Executive Board Members. These officers run the day to day operations of the union, but the highest decision making body is always the membership

Attend union meetings where members set •.policies for our officers to carry out
Local 1 Membership Meetings are held in every city at least once every quarter. Every member has a right to attend and participate

.Vote on contracts •
Your union contract sets your wages, benefits and working conditions. A bargaining committee of your co-workers negotiates a new contract every few years, and the contract is not final until members vote to approve it

Executive Board
SEIU is a member-driven union. The highest governing body of our union—the Executive Board—is made up of members elected by the membership from all Local 1 cities. The Board makes all of the key decisions at Local 1 and represents the membership as a whole
A Union Founded on the Strength of Unity and Equality

In 1921, Chicago’s primarily immigrant apartment building janitors joined together to form Local 1—SEIU’s founding union—and to win their first city-wide union agreement.

Local 1 janitors founded our union on the principle that when all workers who do the same work join together—regardless of race, gender, religion, or other differences—they can have the strength to raise their wages and improve their working conditions. Demonstrating their commitment to unity and equality, Local 1 members elected their first African-American leader just four years after the union’s formation.

In the nearly 100 years that have passed, SEIU and Local 1 have grown and united more workers, but we have stayed true to that founding principle.

Jose Bernal
Chicago Janitor and SEIU Local 1 Vice President

“I became a leader. Now I know what it takes to make improvements on the job and I’m prepared to help other janitors fight and win.”

Jose Bernal
Chicago Janitor and SEIU Local 1 Vice President
Stewards
Workplace Leaders on Your Side

A steward is your co-worker who volunteers to be the union point person at your workplace. They work to build a united, organized, and involved group of workers. Stewards are:

- **Organizers** - uniting the workplace to tackle problems as a group
- **Worksite Leaders** - speaking up to supervisors and making sure members stand together
- **Educators** - answering questions about your contract, benefits and rights
- **Communicators** - relaying information between members at your worksite and the rest of our union
- **Problem Solvers** - helping you with problems around workload, pay, discipline and other issues

Talk to your steward if you need information or help solving a problem. It’s a steward’s role to work with you on these issues and talk to management. When stewards talk with your employer about union issues, they deal with them as an equal by law.

**Roles of a Steward**

- Greet new union members and help them get oriented
- Solve problems in the workplace
- Explain the benefits in our contract
- Recruit volunteers
- Help new workers to join our union
- Help file grievances
- Go with co-workers to disciplinary meetings with supervisors
- Talk to supervisors
- Organize rallies, vigils, work actions, petitions, and other activities
- Talk to co-workers about political issues that affect them
- Work with community groups
- Check the worksite for health and safety problems
Stewards & Union Representatives

A union representative, or field rep, is a Local 1 staff person who works with stewards and other worksite leaders on a variety of issues—from solving problems at work to organizing rallies. Representatives train stewards and other members so they can take the lead at work.

For every union representative, there are hundreds or even thousands of members. Stewards and other worksite leaders play a key role in unifying the workplace and connecting their co-workers to the rest of the union—they are the foundation of Local 1.

If there is no steward where you work and you want to step up and take the lead, contact your representative.

Your Right to Representation and Support

You have the legal right to request union representation during meetings with supervisors, security and managerial staff that could lead to discipline. These are Weingarten Rights.

If management grants your request for representation, call your steward or the Member Resource Center immediately. Your steward or representative will help defend your rights, talk with management and serve as a witness.

The card in the back of this book explains these rights. Call the Member Resource Center at (877) 233-8880 for more information.

Do you have questions …about

- Your contract, wages, hours
- Benefits and rights on the job
- Work rules and policies in your employee handbook
- How your union works and who the Local 1 officers are
- Member events or meetings
- Laws that protect your rights

Ask your steward

I was fed up with problems at work and I didn’t have a steward. I decided it was up to me to step up so my co-workers would have somebody to turn to.

Jason Barger
Indianapolis Janitor
Your Contract
Protecting the Pay and Benefits We’ve Won

A contract is a legally binding agreement that you and your co-workers negotiate with your employer. Every contract is different, but generally, your contract spells out all agreements between workers and the employer, including

- **Just cause.** Non-union workers can be disciplined or fired for any reason at any time. Union workers are protected against unfair discipline—you are innocent until proven guilty.
- **Wages, hours and a schedule of guaranteed raises.**
- **Benefits.** Health insurance, pension, holidays, sick leave and vacation.
- **Workload and scheduling.**
- **Grievance procedure—a fair system to resolve problems at work.**
- **Seniority—pay, vacation and other benefits.** Based on your date of hire, not favoritism.
- **Non-discrimination, including sex and religion.**

We only have these benefits and rights because members fought for them and won. Without a contract protecting you, management could take them all away at any time. We have to continuously keep up pressure on our employers, stand up for our rights and defend our co-workers. A contract is strongest when union members defend it.

The Resources to Win

Every organization needs resources to succeed. In a union, that means every member contributes a small amount so we can combine our resources to create a strong organization. That’s how we protect our wages and benefits. Members have the right to review Local 1’s financial statements.

- **What are dues used for**
  - Negotiating contracts.
  - Defending members rights and enforcing the contracts.
  - Strike, welfare, defense and other worker funds.
  - Uniting with more workers so our own wages and benefits are not weakened.
  - Outreach, education, and publications for union programs.
  - Office rents, travel, supplies, and administration.
  - Winning legislation that improves workers’ lives.
  - Membership in SEIU International and Change to Win to build alliances with workers across the country.
How Contract Negotiations Work

Through our contract, we have the opportunity to improve our job—something that most workers don’t have.

All Local 1 members have a voice in deciding our priorities for contract negotiations. First, a group of workers serves on the bargaining team to represent us. Then we vote on our contract proposals and vote to accept or reject the tentative agreement that our bargaining team negotiates.

To win a good contract, the bargaining committee can’t do it alone. We all need to understand the bargaining process, do our part and make our voices heard.

1. Fill out a survey to voice your opinion on the priorities for the contract

2. Come to meetings with your co-workers to prepare for negotiations and to show that we are all united to win a fair contract

3. Negotiations begin between the building owners or the contractors and your bargaining committee

4. The bargaining committee will negotiate until a tentative agreement is reached, but the contract is not final until members approve it

5. The bargaining committee presents the agreement to members at a union meeting so members can vote whether or not to approve it

6. If approved, the contract is signed by your bargaining committee. Any new wages, benefits and working conditions go into effect
Everybody wants to have smooth working relationships on the job. But problems can come up in any workplace.

Our SEIU Local 1 contract protects members from being treated unfairly or fired without good reason. It also protects us from discrimination or favoritism in the way work assignments, promotions, layoffs, or other issues are handled.

If we have questions or problems at work or we think management may have violated our rights, we can work with our union steward to resolve those issues. The steward or a union representative can answer our questions and together we can work to protect our jobs.

Participating in Local 1 brings us additional benefits as well. By working together we can help each other solve problems that go beyond our workplaces.

What is a Grievance

A grievance is a formal complaint against your employer. A union member can file a grievance if he or she believes the employer has violated: the union contract; workplace rules and policies; or principles of equal treatment.

Your contract outlines a “grievance process” which sets timelines and procedures for resolving grievances from union members. It is very important to file a grievance as soon as possible because your right to file a grievance expires after the time limit runs out.
Member Resource Center

The SEIU Local 1 Member Resource Center can answer your questions and help you start the process of filing a grievance.

Member Resource Representatives are trained to answer questions about the union and your contract—in the language you are most comfortable speaking.

If your problem seems like it could be a grievance, the representative will try to resolve it or refer your case to a Grievance Representative—a staff person who specializes in knowing about your contract and helping union members resolve problems.

Call the Member Resource Center at (877) 233-8880.

Union Glossary

Bargaining/Collective Bargaining: Negotiations between the union and the employer to determine wages, benefits and working conditions for a certain length of time.

Contract: The legal document that spells out the agreement between the union and the employer over wages, benefits and working conditions.

COPE: The Committee on Political Education is SEIU’s political program that members sign up for to make sure elected officials stand up for working people.

Grievance: A complaint against an employer for violating the contract, work rules or labor laws.

MPO: Member Political Organizers are members who volunteer to work on political campaigns to make sure workers have a voice on the job and in politics.

Steward: Your union point person at work who builds unity and helps workers solve problems.

FMLA: The Family and Medical Leave Act lets workers take up to 12 weeks of unpaid leave for the birth of a child, a serious health problem or to care for family with a serious health problem.

OSHA: The Occupational Safety and Health Act protects your right to a safe workplace.

Brigade: A leadership and training program for union members dedicated to winning strong contracts and uniting more workers in SEIU Local 1.

Seniority: The amount of time you have worked in your job, used as an impartial system for layoffs, vacation schedules, and promotions. Without seniority rights, employers play favorites and lay off the highest paid workers first no matter how long they’ve been in their jobs.
Rising Up in Houston

In 2006, Houston janitors were paid just $20 a day with no benefits. They did the same work—often for the same employers at buildings owned by the same national companies—as Local 1 janitors in other cities.

Knowing their fate was tied to the fate of Houston workers, SEIU janitors across the country took action. They raised $1 million for a strike fund, threatened to hold solidarity strikes and volunteered to go to Houston to help.

With that support, Houston janitors doubled their pay and won access to affordable health care for the first time.

Workers Joining Together And Winning More

Having a union gives us a way to improve our jobs, our pay and our benefits—and a way to protect those improvements. But when other workers who do the same work we do don’t have a union, it allows employers to divide us and hold us back. If we want to keep improving our jobs, we need to join with more workers in our industries and build our strength.

We Need Each Other To Win

Half of all U.S. workers who don’t have a union want one. That’s more than 50 million workers who would join a union if they could. But many can’t because most employers interfere with workers’ choice and intimidate and harass workers who try to form unions. That means workers must do the same work we do—for less.

Companies that deny workers the freedom to form a union and pay them less are a threat to our pay and benefits. When workers are divided—some in a union and others not—companies compete by cutting pay and benefits. But when workers are united, companies have to compete on the basis of quality and innovation—not by a “race to the bottom” that pushes workers into poverty.

By coming together, we build strength at the negotiating table and workers like us win dignity and respect and a way to keep improving their jobs. More workers have more money to spend. The economy gets stronger. Everybody wins.
Janitors Take Back L.A.

In 1983, 80 percent of commercial office janitors in downtown Los Angeles were in the union, earning $7.00 an hour—more than $16.00 an hour in today’s dollars—with family health insurance. Then cleaning companies began to exploit divisions among workers and hired thousands of non-union janitors. Three years later, only 10 percent had a union. Pay fell to $4.50 an hour—with no health insurance.

Union janitors realized that every L.A. janitor—regardless of race or ethnicity—needs a union. They began uniting with more workers to rebuild their strength.

Today 80 percent of L.A. janitors again have a union. Pay will be up to $14.05 an hour by the end of the contract in 2012, and janitors and their families again have health insurance.

We must always remember that when we are divided, we lose. We have to stay on our toes and stand strong together.

---

We Can Help Workers Unite in SEIU Local 1

Workers who do the same work we do are taking big risks to join Local 1.

Many workers face management intimidation—spying, interrogation, discipline, and even termination—when they stand up for a better future.

All workers should have the freedom to choose a voice at work by forming a union. By talking to other workers, attending rallies and marches, or becoming a member of the Local 1 Action Brigade, we can help workers join our union. And when we help them, we help ourselves.

Jimmy Felton
Chicago Security Officer
The Action Brigade
Members Building and Strengthening Local 1

The Action Brigade is a leadership program for union members dedicated to winning strong contracts and uniting more workers in SEIU Local 1. Through the Brigade, Local 1 members are building our union stronger and creating a better future for our families and communities.

Protecting What We’ve Won and Winning More

By uniting with our co-workers and standing together, members have the power to protect the gains we’ve already made and to make sure we have the strength in numbers to win more improvements in the future.

Brigade members have organized their co-workers to win some of the strongest union contracts for janitors, security officers and other property service workers in the country. And the Brigade has played a lead role in major victories in Houston, Indianapolis, Cincinnati and Columbus—helping janitors secure higher wages, paid holidays and benefits for the first time.

From visiting workers at their job site and at home to making phone calls and leafleting, brigade members are on the front lines uniting non-union workers and fighting for better wages and benefits for themselves and other union members.

I learned that in this country I have rights and the opportunity to make progress.

Now I’m using my skills to help other workers solve their problems.

Heberto Figueroa
Milwaukee Janitor
How Does it Work

Many members have had a union leave of absence negotiated in their contracts that allows them to receive their regular pay while taking time off to work full-time with the union. Members who participate in the Brigade have shown leadership in their workplace and among their co-workers.

For up to eight weeks, members learn organizing and leadership skills to help themselves and other workers win fair wages, benefits and a voice at work.

Members can then use these new skills to build a stronger union at their workplace when they return.

For more information, contact your union representative or go to www.seiu1.org

Learning to Lead

...Brigade members learn the skills it takes to

- Defend your rights at work
- Motivate workers to take action and win stronger contracts
- Build union membership and a more powerful union
- Build alliances with community and religious groups
- Support political campaigns
- Educate the public and gain their support
- Organize rallies and actions to make our voices heard
- Unite non-union workers to build our strength

We won a strong contract because so many janitors got involved.

I am so proud I was a part of making that happen.

Zophia Obrochta
Chicago Janitor
A Voice in Our Democracy
Winning for Working Families

Overtime pay. Food and drug laws. Social Security. Medicare. Health and safety regulations. Even the public education system. All working families benefit from these programs and none of them would exist without political action by union members. Together, we have the power to win policies that protect good jobs and help working families.

But workers are up against corporations with deep pockets, and those corporations want to weaken the laws that protect us so they can increase their profits at our expense. We have strength in numbers – but that only matters if we all get involved.

It’s all about the American people—my grandkids and your grandkids. That’s why I’m doing this.

Tom Balanoff
SEIU Local 1 President

Winning the Change We Need
SEIU members played a major role in electing Barack Obama President of the United States. In record numbers, members volunteered to help elect a president who cares about improving the lives of working families and their communities.

We must remember that President Obama is the vehicle for change. We the people have got to come together and pave the road to help our President bring the change we need. We can only get there “.if we are united.

Phil McClelland
St. Louis Janitor
Every Local 1 Member Can Make a Difference

Register and Vote. The more of us who vote, the stronger we are

Be an Educated Voter. Our union provides information and materials to help you know if politicians are keeping their promises to support working families

Speak Out and Volunteer. Call your elected officials and let them know what matters to you and your family. Volunteer to help our union increase participation by working families in elections so we can impact the laws and policies that affect our lives

Become a Member Political Organizer. Member Political Organizers (called MPOs) inform members about politicians’ records, register voters, and help working families have a stronger voice in our democracy

Contribute to SEIU’s Political Action Fund. You can choose to contribute to the SEIU political action fund, called the Committee on Political Education or COPE. Members contribute to COPE so that working families have a voice that is strong enough to make a real difference in our government
The Common Good

Our nation was founded on the idea of the common good. What’s good for me is good for you too. And we can work together to achieve it.

While we must never forget that throughout our history some have done everything they could to sow hatred and division, our nation’s story is a story of cooperation and unity. Over time, America has successfully expanded civil rights, voting rights, and property rights to more people.

America’s great freedom movements—for the abolition of slavery, workers’ rights, women’s rights, civil rights, clean air and water—have brought people together with the common goal of improving our country.

As Local 1 members, we are all part of this great American tradition of standing up for the common good.

 CEOs stick together to keep their outrageously high salaries working families need to stand up together

Rose Chisholm Action Now
How Indianapolis Clergy Brought Justice to Janitors

With Indy janitors living below the poverty line with no benefits, Indianapolis clergy in 2005 decided to act.

Clergy led more than fifty delegations to building owners and employers. They prayed, marched and spoke at countless rallies. And they got results. With the help of faith and community groups, the janitors won their first city-wide contract in 2007.

An excerpt from a letter from Rev. Cushman Wood and Sister Mary Ann Lechner:

Poverty is a Moral Issue
All religions teach us that poverty is a moral issue. But too many service workers are forced to work at poverty wages.

This sense of justice is strong at the mosques, synagogues and churches where many Local 1 members worship. That’s why people from the faith community are often our strongest allies as we stand up for the good jobs that our communities need.

We’re All in This Together
Lasting social change occurs only when people put aside their differences and work together.

Individuals and organizations standing up for progress emphasize different things. While Local 1 and other unions focus on economic and social issues, our friends may be working to expand rights for gays, women, or minorities. Still other groups may focus on the environment or stopping wars.

As Martin Luther King, Jr. said:

We are tied together in the single garment of destiny, caught in an inescapable network of mutuality. And whatever affects one directly affects all indirectly.

We have prayed, picketed, marched, sang and preached for justice. It is our belief that all janitors have the right to good working conditions, fair wages, more working hours, and affordable health care so that they can provide a decent living for themselves and their families.

And yet, there is still more work to do. If we have a faith in God that inspires justice then we will keep on keeping on until every working family in our city earns a wage they can raise their children on and has a voice in the workplace.
Strength in Numbers
Involved Members Gives Us Our Strength

Solving problems on the job depends on the courage and unity of Local 1 members. If we don’t stand together, management will know it. When members get involved, we have the strength to win much more.

How You Can Get Involved
At Work

- Read your contract. Ask your steward to explain parts that are unclear.
- Insist on being treated fairly. Tell your steward and other co-workers if your rights are being violated. If someone else is treated unfairly, back them up.
- Support campaigns to win better contracts. Share your ideas for what to negotiate in your contract. Join activities that show management that you support your union.
- Stay informed. Ask your steward about union activities. Read Local 1 newsletters.
- Participate in union activities. Participate in meetings. Vote in union elections.
- Volunteer your time. Give ideas and get involved to carry them out.

In the Community

- Talk to community groups or your congregation about the benefits of being in a union.
- Join other SEIU members, neighbors, and friends to make your voice heard. That may include taking part in rallies, petition campaigns, or visits to politicians.
- Register, vote and get involved during elections. Phone bank and hand out leaflets on issues important to working people. Encourage family and friends to register and vote.
- Invest in your future. Sign up for the SEIU political action fund to help give working people a voice in politics.

To Help Other Workers Unite with Us

- Talk to workers who don’t have a union yet about the benefits of being a union member.
- Support campaigns to convince employers not to interfere with workers who choose to join us.
- Join the Brigade.

To find out how to get involved, talk to your steward, your union representative or the Member Resource Center at (877) 233-8880.
Slot for Weingarten Card

Steward

Steward Phone No

Slot for Rep’s Card

Member Resource Center: (877) 233-8880