



## THE POWER OF THE PEOPLE

A MESSAGE FROM PRESIDENT, ZENIA JAVALERA

Dear Union Family,

As we stand at the dawn of 2022, we welcome it with a lot of optimism. Last year, we overcame a pandemic, ushered in a build back better government, learned about structural racism and finished on a high note by winning an industry-leading janitorial contract. The win was as a result of our hard work, tenacity and our ability to fight as one voice and move as one body. This year we will continue with the same momentum as we face two major contract renewals in Airport and Security.

Now, more than ever, we need to remind employers that it is us, the workers, who have the power. For a long time we were unsung heroes, but now, they must recognize our worth. It is us essential workers: janitors, security officers, airport workers, who have kept the economy running by sanitizing to keep people safe, safeguarding businesses and facilitating travel. So let's use our collective power to bargain for better benefits that will trickle down to our communities.

We have to be ready to put in the work and take more ownership in our fight for economic justice. We must not let others use our diversity to divide us. Instead, let us leverage our individual stories, experiences, languages, and cultural backgrounds, to fight for better standards of living for our families and communities. We must remember that this is our fight and the power lies in the hands of the workers. When we fight, we win!

## CELEBRATING THE LIFE AND MEMORY OF LABOR ACTIVIST CHARLES PANNELL

Last year, we laid to rest our union brother and labor movement activist, Charles Pannell. He was a member leader/steward at his building, taking on issues in his work place for over 31 years. He served on the SEIU6 Executive Board for 20 years and was a Vice-President for ten.

In his pursuit to improve and enrich the lives of janitors, he was arrested numerous times in Janitor actions in Seattle, along with many of his co-union members and community and faith leaders, when they sat in building lobbies or took the streets to bring awareness. He took part in all the strikes and rallies at Sea Tac airport as Local 6 led the way for the fight for fifteen dollars minimum wage and paid sick leave for passenger service workers.

His reputation amongst his coworkers is that he was a fighter for social justice, never wavering, a fighter for working peoples rights, a fighter against all forms of discrimination and harrassment and was famous for always being straight forward and calling out the people in power.

Our heartfelt thoughts are with the family and the entire workforce who worked closely with Charles.

Rest In Peace.



## SEIU6 POLITICAL VICTORIES IN 2021



We had a very exciting year last year electing Port Commissioners who are 100% pro-workers. Congratulations to Port Commissioners who our union supported including, Port Commissioner Hamdi Mohamed, Port Commissioner Toshiko Hasegawa, and Port Commissioner Ryan Calkin.



We also want to congratulate newly elected SeaTac City Council Members Mohamed Egal, Iris Guzmán, and Jake Simpson. The airport is located in the City of SeaTac and plays an important role to many of our members who live and work in the SeaTac area.

## NOTICE OF EMPLOYEE RIGHTS AND OBLIGATIONS

You have the right to become or refrain from becoming a member of SEIU6 Property Services NW (SEIU6). We encourage you to join SEIU6 because the benefits, which are exclusive to members, include:

- Participating in negotiations for new contracts and voting on whether or not to ratify a proposed agreement.
- Helping to determine SEIU6's goals and priorities by running for and serving as an elected official in the union.
- Being able to nominate and vote for candidates for union leadership positions.
- Becoming part of a community of union brothers and sisters, with the ability to attend union meetings, leadership trainings, and social functions.

Joining the international labor movement and standing in solidarity to advance the rights of all working people. Being a member of SEIU6 means more than just fighting to improve your compensation and working conditions. It means fighting for that right for everyone, because it's the right thing to do.

To be a member of SEIU6, you must pay regular dues. If you choose to become a member, you may resign your membership at any time.

Whether or not you choose to become a member of SEIU6, you are required to financially contribute to SEIU6. That is because SEIU6 represents and negotiates on behalf of every employee in the bargaining unit, regardless of their membership status. If you choose to become a "financial core" payer, you may pay either the equivalent of full union dues, or a reduced percentage

## SECURITY OFFICERS ARE READY TO SECURE A BETTER CONTRACT

Your voice is important and it deserves to be heard!

Contract time is upon us, and we have to be ready to do the groundwork to win a strong contract. This starts with attending our monthly security meetings so we can discuss the issues that are affecting us as security officers, participate in actions, and be vocal on social media. We have to be vulnerable enough to share our experiences with other officers so we can find our common ground to fight.

As we renew the security contract, we need to know what things are most important to you in this fight. That is why we are sending out a survey to help us know what issues are affecting you most in your workplace. We are calling on all security officers to fill it out and spread the word. Look out for the link in your email, messages from SEIU6, and our Facebook.



of dues, known as "fair-share" fees. The fair share fees reflect the proportion of time and expense SEIU 6 devotes to representing bargaining unit employees on matters relevant to collective bargaining, but does not reflect the proportion of time and expense allocated towards building worker power through non-representational activities which are included in full union dues and help support important parts of SEIU6's mission. At present, fair share fees are 71.21% of union dues.

If you choose to become a fair share payer, you have the right to challenge SEIU6's calculation of the fair share percentage of dues and to be provided adequate information, upon request, to assist you in deciding whether you wish to challenge, and how to challenge, that calculation. To object to union dues and become a fair share payer, you must inform SEIU6 in writing of your objection: (1) within 30 days of receiving your membership application (2) during an annual 30-day objection window between January 1 and January 30; or (3) within 30 days of resigning your membership from SEIU6. Upon receipt of a challenge, the portion of the agency fee to which the challenger objects will be held in an interest-bearing escrow account until resolution of the challenge. All disputes regarding the agency fee established by the local will be consolidated and resolved through an arbitration procedure administered by the American Arbitration Association, at no cost to you.

Finally, it is important to note that the collective bargaining agreement covering your job contains a union security clause, which requires as a condition of your employment that you either join SEIU6 or make "financial core" payments to the Union. That means you must pay either union dues, its financial equivalent, or fair share fees, either through an automatic paycheck deduction or by manually remitting payment to SEIU6. Under the union security clause, SEIU6 may lawfully request that your employer terminate your employment if you fail to timely remit your dues, financial equivalent, or fair share fees.

## PROTECT UNION JOBS



We have activated our fight back program/committee!

Since the pandemic, we have remained committed to ensuring safe and healthy working conditions for our membership, who have been deemed essential. We have also worked to ensure that all of our members have a voice and a process to challenge any unsafe conditions on the job! This is important more so now, as we navigate our way in this ongoing pandemic with many variants and continued challenges.

Non-union is not welcome in our home, in our city. Seattle is a union town. Come join us in fighting against a drive to the bottom against non-union contractors who come into our town and offer jobs with low pay, no benefits, and no job security. Please contact your organizer for more information. We have a city and an industry to protect against low wages and poor, unaffordable medical care.

## AIRPORT WORKERS GEAR UP FOR THE NEXT CONTRACT FIGHT AT SEATAC

As we head toward contract renewal, we urge our fellow Airport workers to join us for our monthly Airport Workers United Meeting to strategize how we can win a better contract. We are also working on putting pressure on the government to include the Airport workers in the new Washington infrastructure bill by sharing our stories.

‘Through the pandemic we have been carrying heavy fogging machines so we can fog down the planes and clean every surface to do our part to keep our airport communities safe. Due to the shortage of workers, I have had to do the equivalent work of four workers. Since my job is considered a subcontractor position, I don’t get the same benefits as airline employees, yet we clean for the airlines.’ – Laurie Holmes, Airport worker

“When you work for a company that doesn’t offer affordable health insurance you are being put in danger. You call out, you get attendance points deducted. We need help to get insurance for employees because it is dangerous for us. Every company should provide insurance. So let’s come together and fight for better benefits in the coming contract.” – Sadia Bultum, Airport worker

### SEIU6 HAS A NEW WEBSITE!

SEIU6 is proud to announce the launch of our new website! The site features information on Union rights, access to Contracts, and answers to common questions. Check it out at [seiu6.org](http://seiu6.org).

## SEIU LEGISLATIVE AGENDA IN 2022

We have our legislative session in 2022 from January 10th to March 10th, 2022.

The legislature meets every year in Olympia, Washington for 60 – 90 days to pass new laws and pass the State budget. SEIU6 is interested in passing laws that will help our members improve their lives at work.

This year, in a coalition with other unions who have cleaning workers, we are looking at passing bills that benefit our janitorial members.

Some of the bills will allow the State to study common injuries that janitors get on the job. Once we are able to study these injuries, we will know how to make our workplaces more safe and efficient. We can also help workers get compensated for injuries they suffer from their work.

Another bill would give rights to janitors in situations where a company leaves and a new one takes over the old company, protection against assault and harassment, making overtime voluntary, and not retaliating against workers for asserting their rights in the bill.

For security officers, SEIU6 will be preparing legislation related to security officer licensing fees. Currently, security officers pay for their own licenses and pay when they transfer to work from one company to another. We are looking at legislation that could waive these fees for our members or require employers to pay the fees.





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# WORD FROM OUR UNION

JANUARY / FEBRUARY / MARCH 2022

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