



NEW SEIU6 STAFF

We welcome **Maurine Karichu** as the new Member Resource Coordinator, or MRC. SEIU6 is developing a Member Resource Center (MRC) to better serve union members experiencing workplace issues. Maurine's role is to assist members with filing grievances in order to address issues including write-ups, suspensions, and terminations.

Maurine is a proud mother and loves to share about her Kenyan culture. She identifies as a global citizen having lived in Finland, Germany and Kenya. With a background in HR and experience in community organizing with immigrants and youth, she is excited to fight for justice in the workplace. She says "We must master our power as the working class and leverage our unity so we can make strides toward better wages and safe work environments."

Contact:
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206-619-8423



We welcome **Zach Bishop** as an organizer. He holds a degree in political science from the University of Idaho. Zack grew up on military bases and moved to Seattle to work within the union movement for economic and social justice. He enjoys fishing, skiing, reading, and running in his free time.

"I joined SEIU6 as an organizer because we have a history of giving working people meaningful gains in their lives, and empowering members at work and in their communities. Having studied politics, I believe the best way to make working people heard is to give them a union. I'm proud of our union's involvement in bettering the lives of Seattle's diverse immigrant communities, fighting for racial justice, and fighting for workers who so often are overlooked by the many transplants working in tech here in Seattle."

Contact:
zbishop@seiu6.org
206-794-9626

ANNUAL NOTICE OF BECK RIGHTS

Notice of Employee Rights and Obligations

You have the right to join or refrain from joining SEIU6 Property Services NW (SEIU6) as a full member in good standing. We encourage you to join SEIU6 because the benefits, which are exclusive to full 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.
 - 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 full 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 full member in good standing, you must pay regular dues. If you choose to become a full member in good standing, you may resign your membership at any time. Whether or not you choose to become a full member in good standing, 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" member, you may pay either the equivalent of full union dues, or a reduced percentage 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 full 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 full membership from SEIU6.

Finally, it is important to note that the collective bargaining agreement covering your job contains a union security clause, which requires you to become either a member in good standing "financial core" member of SEIU6 as a condition of your employment. That means you must regularly pay union dues 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 or fair share fees.

AUS OFFICER GETS JOB BACK PLUS BACKPAY AFTER WRONGFUL TERMINATION

By Abdikarim Madey

My name is Abdikarim Madey and I'm an officer at AUS. One night, I was working grave with four other officers. One of the officers was having oatmeal and offered it to everyone in the group. It had no side effect except on one officer who started having a negative reaction. He told the manager that he suspected something had been put in the oatmeal.

Afterwards, we **were all made to take a drug test and we passed it. But we were still suspended from work**, and asked to turn in our badges and uniform by a certain deadline. I was also called in to give my statement at the main office. I was suspended for almost a month which prevented me from paying my bills or meeting my daily needs.

I reached out to a fellow officer about my situation and he advised me to call our union. He had previously had an issue at work and our union had assisted him.

With our union, I was able to get my job back.

All my write ups were taken off, I was able to retain my seniority and work site. But more importantly I received 50% of my backpay for the days I was suspended.

My advice is that if you are going through something at your worksite, talk to our union. **Some people do nothing about being wrongfully terminated** or targeted and keep transferring to other security companies. But for how long can you keep that up? **You need to speak up and fight back.**

URGENT: AUS SECURITY OFFICERS @ AMAZON

JOIN YOUR COWORKERS IN FIGHTING FOR A FAIR AND EQUITABLE WORKPLACE. AUS OFFICERS ARE UNITING TO ROOT OUT THESE ISSUES:

- RELIGIOUS DISCRIMINATION
- SEXUAL HARASSMENT
- RACISM
- AGEISM
- HOSTILE WORK ENVIRONMENT

HAVE YOU WITNESSED OR EXPERIENCED ANY OF THE ABOVE? CALL OUR UNION.

BRYCE WALKER
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206-448-7348 ext 321

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AIRPORT WORKERS SPEAK OUT FOR COVID SAFETY



COVID safety measures were so inadequate for some Sea-Tac cabin cleaners that they had to do something. Workers faced crowded vans, crowded breakrooms, and company secrecy surrounding positive COVID cases.

After uniting around these issues and holding labor management meetings, cabin cleaners have been able to push the companies to adopt stronger worker protections. Workers speaking out played a major role, breaking the story in our newsletter, on social media, in the news and even before Congress. **Selam Andarge** deserves respect for testifying about her working conditions to the United States House Ways and Means Committee. Likewise, **Sadia Bultum** (pictured above), spoke out to CNN Travel.

"We need rules," Bultum told CNN. "Like, avoid close contact employee-to- employee. Respect the rule of 6ft distance. Let the employees know if we're exposed so we can quarantine. Keep the breakroom clean and our areas clean and disinfected."

PROGRESS at ERM

RESPECT + CONNECT MEETINGS HELP BUILD A HEALTHY WORKPLACE

After tensions over COVID safety and other issues at ERM, cabin cleaners and management came together to hold the first of a series of informal meetings they hope will build trust and a healthier working environment. Called "Respect +Connect Meetings," these talks between coworkers and management aim to solve problems before they turn into crises.

"We started this meeting to build the relationship between workers and management so we can understand each other. We're asking to be respected—no matter who you are or where you come from. We are a multicultural workforce and many of speak English as a second language. The key is communication and respect."

—**Nibhan Gudle** (pictured left)

Want to start a Connect + Respect meeting at your airport worksite? Call Marilyn Coronell at 206-448-7348 ext 324.

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SEATTLE WA 98124

RETURN SERVICE REQUESTED

JANUARY/FEBRUARY/MARCH 2021



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Word from Our Union



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ALL IN FOR THE FUTURE

A MESSAGE FROM OUR PRESIDENT,
ZENIA JAVALERA

Dear Union Family,

We've had quite the start to 2021. The siege on the Capitol on January 6 was a horrific result of the politics of division and denial of facts that we've seen platformed at the highest levels these past 4 years. Our hearts are with the janitors, security officers, food service workers, lawmakers, and all other workers who found themselves fearing the worst that day. We stand with our lawmakers who call for full accountability for those responsible; let that be the base from which healing can begin.

Still, **our hope for the future cannot be dimmed.** Something else remarkable happened on January 6—thanks to the tireless organizing of union members and community activists, two Democrats won their Senate races in Georgia, securing a Democratic majority in both houses of Congress.

January 20, 2021 saw the inauguration of President Joe Biden and Vice President Kamala Harris, the first Black, female, and South Asian vice president in our nation's history.

These victories cannot be overstated. Working people turned out in record numbers and voted in a pandemic, despite voter intimidation and a very chaotic year. Let's keep our eyes on what's possible now, from immigration reform to stronger worker rights to actually addressing this pandemic.

I'm also proud to announce that on **January 13, 2021, I was sworn in as President of SEIU6, along with the officers and Executive Board members** who make up my leadership team. We are humbled and grateful to be able to serve this union for the next 3 years. We're keeping our eyes on the future, and we won't stop fighting for safety, respect, and prosperity for the 9,000 families that make up SEIU6.

—President Zenia Javalera

NEW SEXUAL HARASSMENT PREVENTION LAW TAKES EFFECT IN WASHINGTON STATE



SEIU6 members testified for stronger protections against workplace sexual harassment in Olympia in 2019. The new law came into full effect on January 1, 2021.

SEIU6 janitors and security officers made history in 2019 when we pushed for greater protections against workplace sexual harassment and assault. Our brave members spoke out in the media and before the Washington State legislature to help pass ESSB 5258, a law that aims to keep workers safe, especially those who work in isolated settings.

The new law requires employers do the following:

- Adopt a sexual harassment policy.**
- Require training** for all employees, including managers, supervisors, and foremen.
- Provide a panic button** to all janitors, hotel housekeepers, and other isolated workers. (Security officers are exempt from this requirement since they already carry similar equipment.)
- Provide a list of resources** to employees on federal, state, and local enforcement and advocacy groups to reach out to if sexual harassment occurs.

The new panic button is intended for janitors to use to call for help in case of emergency. If you have questions about how your employer is using it, please contact our union by calling your organizer, sending us a message on Facebook, or calling our main line at (206) 448-7348.