

2020 Master Contract Extension Tentative Agreement Summary

After a month of intense negotiations, our bargaining team won a very good **ONE YEAR contract extension**.

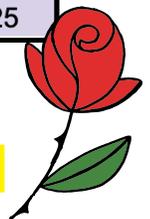
Congratulations to everyone who marched, organized their co-workers, pushed the companies and gave their ideas to make this happen. **When we fight, we win!**

Wages

We won a guaranteed minimum 3% wage increase for everyone! **These raises will be effective January 1st, 2021.**

Guaranteed Wage increases					
		In Denver		Outside Denver	
		Current	1/1/2021	Current	1/1/2021
DT and Zones 1-4	Start	\$13.25	\$13.65	\$12.50	\$12.90
	1 Year	\$13.25	\$13.65	\$12.55	\$12.95
	2 Years	\$13.25	\$13.65	\$12.65	\$13.05
	3 Years	\$15.00	\$15.50	\$15.00	\$15.50
Zones 5-8 and under 100.000 Sq. ft.	Start	\$13.25	\$13.65	\$12.50	\$12.90
	1 Year	\$13.25	\$13.65	\$12.55	\$12.95
	2 Years	\$13.25	\$13.65	\$12.65	\$13.05
	3 Years	\$13.50	\$14.00	\$12.75	\$13.50
Over the scale		Current Salary	+\$0.25	Current Salary	+\$0.25

The Denver City minimum wage is scheduled to go up in January, though this may change due to the pandemic and the economic effects. **If the minimum wage does go up over \$13.15, union janitors in Denver may receive extra increases!**



Health and Safety Protections

The company has to provide you with the necessary PPE to protect yourself during the pandemic.

Break rooms should be disinfected, and social distancing should be practiced at all times during the work shift.

The company **supervisors should be trained on best practices** and make this information available to you.



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Health and Safety Protections

The company has to inform you of any infected areas before you enter them.

There will not be retaliation if you refuse to enter a potentially infected area.

The company has to inform the union if there are any cases of members or tenants with COVID at the building.

Reduction in hours, Layoffs and Recalls

If there is a reduction in service in the building you have the right to:

Volunteer to be laid off if you have an underlying health condition, are 65 years old or older, or wish to be laid off. You have access to this right in order of seniority.

Decide as a group if you would prefer the company reduce hours or do layoffs. There will be a vote facilitated by the union so you can make this decision fully informed.

Keep your seniority if you are laid off until they call you back to work.

If there is an increase in service in the building you have the right to:

Get your hours back as soon as they are available in the building.

Be offered a position in your building when your building opens in order of seniority.

Be offered a position in order of seniority in another building if your building is not yet open and there are vacant positions in other buildings.

Refuse to come back to work without losing your seniority if you or anyone in your household has an underlying health condition that makes it dangerous to come back to work, or if you can't get child care because of the pandemic.

The company is obligated to:

Layoff workers by reverse seniority if the group decides they prefer to do layoffs.

Before you vote, **the company has to tell you of any changes** to your health insurance if the group decides to do reduction in hours under 8/h a day.

Give you the opportunity to vote again if there are later changes to the health insurance after the group has decided to reduce hours.

The company is obligated to:

Hire you back before they hire anyone from the outside.

Ratification Voting Dates
June 24th - June 30th

Visit our website
www.seiu105.org

Facebook Group
bit.ly/DenverJ4JGrupo

SEIU
LOCAL 105



Health Care

The company has to cover increases of up to 7.5% in the cost of Health Care premium. There is NO change to your monthly contributions no matter what the increase in premiums is.