

Get ORGANIZED

our union's handbook to the fight
against the billionaire class.



ELON MUSK
SPACEX

2026



PETER THIEL
PALANTIR

WHOSE
side



SAM ALTMAN
OPEN AI

oligarchs
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*working
class*



SEIU LOCAL 105





a herculean task that requires us all.



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OVERWHELMED!

THAT'S THEIR PLAYBOOK. THIS IS OURS.

Across SEIU Local 105, workers are feeling the same pressure—and it's getting worse.

Everything costs more. Rent, groceries, healthcare. But wages aren't keeping up. At the same time, the job is getting harder.

In healthcare, Medicaid cuts mean fewer staff and more patients per worker. In property services, contractors cut hours but expect the same work. At the airport, workers are pushed faster with less stability and less control over their schedules.

And it doesn't just affect workers—it affects all of us. Care gets delayed. Buildings go uncleaned.

Airport slowdowns ripple through our communities.

These conditions are being driven by billionaires, big corporations, and the politicians who side with them—using their money and influence to shape the rules in their favor.

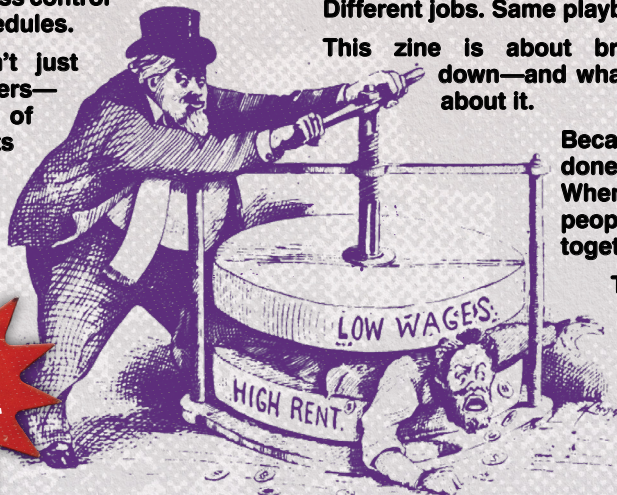
While we're asked to do more with less, they're making more off it—cutting staffing, pushing new tech to replace workers, and increasing enforcement that makes people afraid to speak up at work.

Different jobs. Same playbook.

This zine is about breaking that down—and what we can do about it.

Because we've done this before. When working people come together, we win.

That's our playbook.



THAT'S NO ACCIDENT!

The billionaire class is not sitting back and passively watching this crisis unfold, they are actively building the systems that control our work, our communities, and our lives.

THIS IS OLIGARCHY: A SYSTEM WHERE A TINY GROUP OF THE ULTRA-WEALTHY HOLD THE POWER TO SHAPE GOVERNMENT, TECHNOLOGY, AND THE ECONOMY TO SERVE THEMSELVES.



Every Medicaid cut is a staffing cut. They took a trillion dollars from Medicaid to hand to the wealthiest Americans in tax breaks. Now they want \$1.5 trillion more for the military — the largest defense budget in history — while cutting everything else. That is not a budget. That is a confession about whose side they are on.

All of these examples operate under one agenda. They are building a system designed to make workers easier to monitor, easier to pressure, and harder to organize. This is the oligarchy in action.

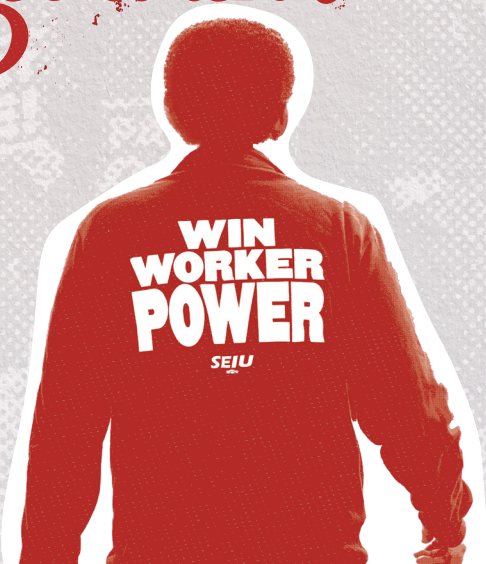
And it is working, for them. The question is whether we let it keep working.

IF NOTHING FEELS LIKE AN ACCIDENT

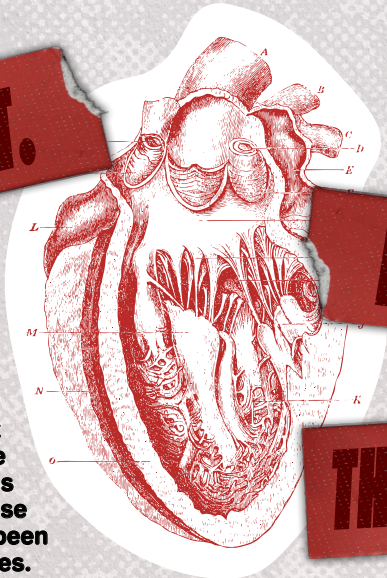
Sam Altman's OpenAI is placing control over technology and information into the hands of a tiny group of corporations. When they control the information, they control how your work is measured. They control when you get replaced. They control what your labor is worth.

Peter Thiel's Palantir built its business on military and intelligence surveillance overseas and brought those same tools home. Now they power ICE's systems that tear families apart, remove neighbors from communities, and leave workplaces paralyzed by fear. Scared workers are quiet workers. Workers stop reporting injuries, stop speaking up, and stop organizing. The billionaires at the top designed it that way.

it's because it isn't



THEY CUT.



WE BLEED.

THEY PROFIT.

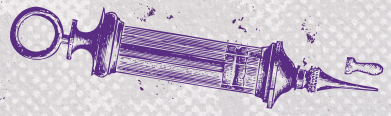
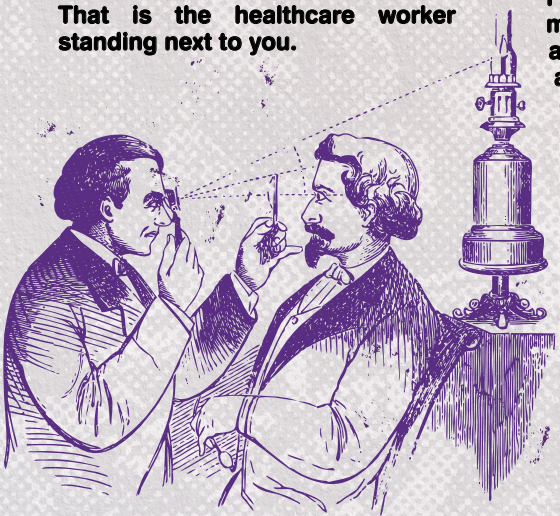
Healthcare in this country was already under pressure, but what the billionaire class is doing now is accelerating a collapse that they have been engineering for decades.

The proposed cuts to Medicaid, the largest in the program's history, are not "cost-saving" measures. Medicaid is the backbone of how hospitals, clinics, and mental health facilities get paid. When that funding drops, facilities do not cut executive salaries or shareholder returns. They cut staff. They cut hours. They cut the people closest to the patient.

That is the healthcare worker standing next to you.

At Kaiser, workers are already seeing what these so-called "cost savings" look like in practice. Staff-to-patient ratios stretched past what is safe. Support staff covering more ground than any shift should require. And when care falls short, the system points at the worker. It never points to the decision to cut the position that should have been there.

Federal funding for community mental health has been slashed and deprioritized under this administration. The result is that counselors and support workers carry unsustainable caseloads, serving patients whose needs are growing while the resources behind them shrink.



Planned Parenthood workers are operating under a different kind of pressure, one that is openly political. This administration has used Title X defunding and relentless legislative attacks to systematically strip resources from clinics that serve low-income patients, immigrants, and people with no other access to reproductive healthcare. The goal was never fiscal responsibility. It was to make these clinics impossible to operate. The workers inside them have watched their resources disappear while the patients who need them keep coming through the door.

Across all three, the pattern holds.

Public funding gets cut. Facilities absorb the loss by reducing labor. Workloads increase. Monitoring intensifies. And when something goes wrong, when a patient waits too long, when a need goes unmet, the worker is left holding the consequences of decisions made in boardrooms.

Healthcare workers are not burning out because the work is hard. The work has always been hard. We are burning out because the system is being deliberately starved, and we are the ones being asked to make up the difference.

But we also know what it takes to fight back.

In 2023, Kaiser workers took part in the largest healthcare strike in U.S. history. Tens of thousands of workers stood together and forced one of the biggest healthcare systems in the country to respond.



We've won better staffing, better wages, and stronger protections because workers were willing to act together.

And it's that same kind of sustained action we will need again.



HEALTHCARE WORKERS KNOW SOMETHING THAT EXECUTIVES AND POLITICIANS DO NOT: WHEN WE STAND TOGETHER, WE CAN PROTECT BOTH OUR JOBS AND THE PEOPLE WE CARE FOR.

Buildings across our city stay open, clean, and safe because of us.

Offices run, businesses operate, and people feel secure because janitors and security officers show up every day and do the work that keeps everything moving.

But the conditions are getting worse.

Across the metro area, workers are being asked to do more with less, and it's not slowing down.

Shifts get cut. Crews get smaller. One worker is expected to cover more floors, more buildings, or longer posts than before. The work doesn't go away. It just gets pushed onto fewer people.

For janitors, that means more space to clean in less time, often without the supplies or support needed to do the job right. For security officers, it means covering more ground, responding faster, and being expected to keep people safe with fewer resources and less backup.

And on top of that, there's disrespect.

Workers are treated like they're replaceable. When people speak up about workload, safety, or conditions, they're ignored or told to move faster.



At the same time, increased enforcement makes people think twice about saying anything at all. When workers feel watched or at risk, fewer people report problems and fewer people organize.

Now companies are pushing new technology into the workplace, automated systems, remote monitoring, and AI tools, not to support workers, but to replace us and cut labor costs even further.

That's not innovation. It's profit off our work.

Contractors win bids by cutting labor. Companies make more when staffing is lower and workers are pushed harder. And the same billionaire-driven system shaping the rest of the economy shows up here. Cut costs. Increase pressure. Keep workers divided.

WE MAKE OUR CITIES RUN



THE SAME BILLIONAIRE-DRIVEN SYSTEM SHAPING THE REST OF THE ECONOMY SHOWS UP AGAIN

CUT COSTS INCREASE PRESSURE
KEEP WORKERS DIVIDED

But we've seen what happens when workers come together.

Janitors and security officers have raised wages through our union. We've held contractors accountable and forced changes across entire buildings and contracts.

When workers connect across worksites, what feels separate becomes shared power.

And when we organize together, we don't just deal with these conditions. We change them.



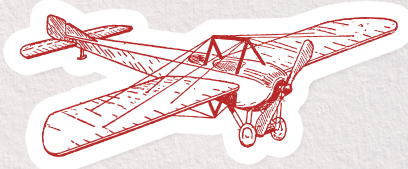


Denver International Airport is one of the busiest airports in the world and one of the biggest economic engines in the state. What happens inside that airport doesn't just affect workers—it drives how Colorado moves.

Every day, millions of people, packages, and businesses pass through it. Tourism, travel, and commerce all depend on it. And none of it works without the workers.

From cleaners and baggage handlers to food service workers, parking staff, and security officers, it takes thousands of us working together to keep everything running.

But while airport and airline companies bring in billions, the people who keep it running are being pushed to do more with less.



Staffing gets cut. Workloads grow. Workers are expected to move faster, cover more ground, and hold the system together no matter how thin things get. That's not a mistake—that's how they make their money, by cutting labor and pushing the work onto fewer people.

At the same time, workers are split across contractors with different pay,

schedules, and protections, even when doing the same work side by side. That division makes it harder to speak up—and easier for companies to keep conditions the way they are.

And we've seen what happens when enforcement shows up in this environment. In other airports, ICE has been deployed directly into operations. Even when it's not happening here, workers feel it. It creates fear, and fear keeps people quiet.

That silence makes it easier for companies to keep cutting costs and avoid accountability.

Now those same companies are bringing in new technology—automated systems and AI—not

to support workers, but to replace them and reduce labor even further.

At an airport this big, when workers are stretched thin, the impact doesn't stay in one place. Delays spread, service breaks down, and the whole state feels it.

We do the work that keeps it all moving—but the money doesn't stay with us.

And when we organize across jobs and contractors, we can do it again.

WE'VE SEEN WHAT HAPPENS WHEN AIRPORT WORKERS STAND TOGETHER. WE'VE RAISED WAGES. WE'VE GONE ON STRIKE. WE'VE HELD COMPANIES ACCOUNTABLE.

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the union is the difference

When billionaires cut staffing, surveil workers, and use immigration enforcement to create fear, they're not just attacking individuals. They're attacking the one thing that actually forces them to share power: our union.

patient loads become unsafe. It's the reason an airport worker has a contract that can't be changed overnight just because a company decides it's more profitable.

Without it, workers have no floor. Companies set the terms. And the terms always favor the people at the top.

The numbers prove it. When one in three American workers belonged to a union, wages grew and wealth was more evenly shared. As billionaires spent millions dismantling unions, membership fell — and wealth moved up.

A union is the reason a janitor can file a grievance when a contractor cuts hours illegally. It's the reason a healthcare worker can stand together with coworkers and fight back when

That's not an accident. It's the strategy.

THAT'S NO ACCIDENT!



TODAY UNION MEMBERSHIP SITS AROUND 10%. THE THREE WEALTHIEST AMERICANS NOW OWN MORE THAN THE BOTTOM

50% COMBINED

from employers who thought they could take it without consequence.

Those wins didn't come from asking nicely. They came from workers being organized, connected, and willing to act together.

That's exactly what the billionaire class is trying to end.

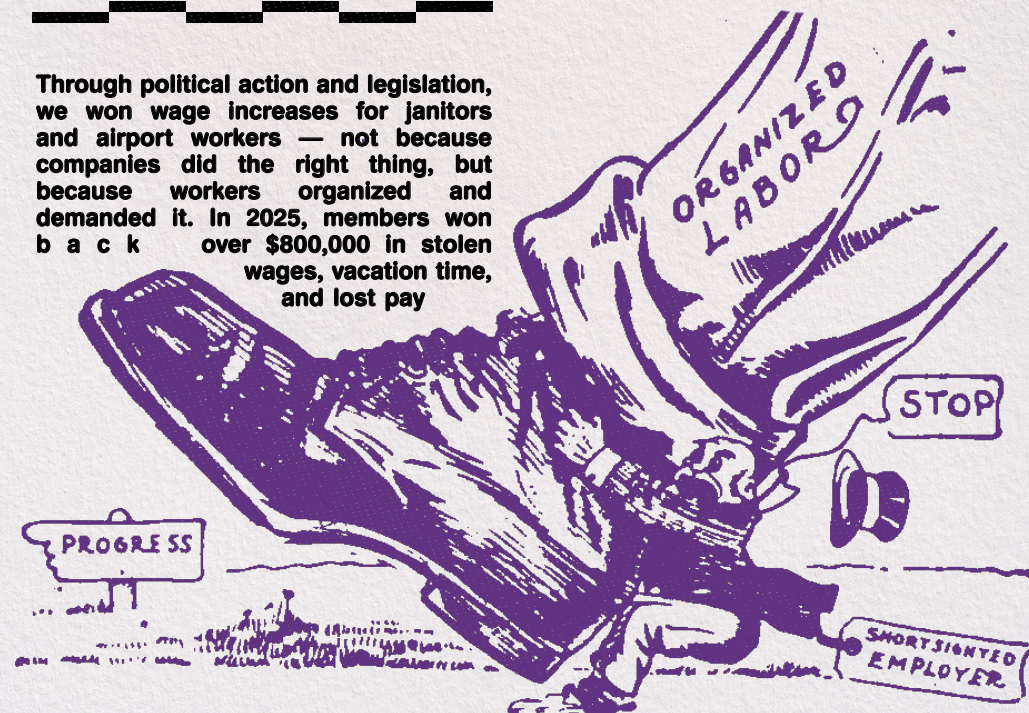
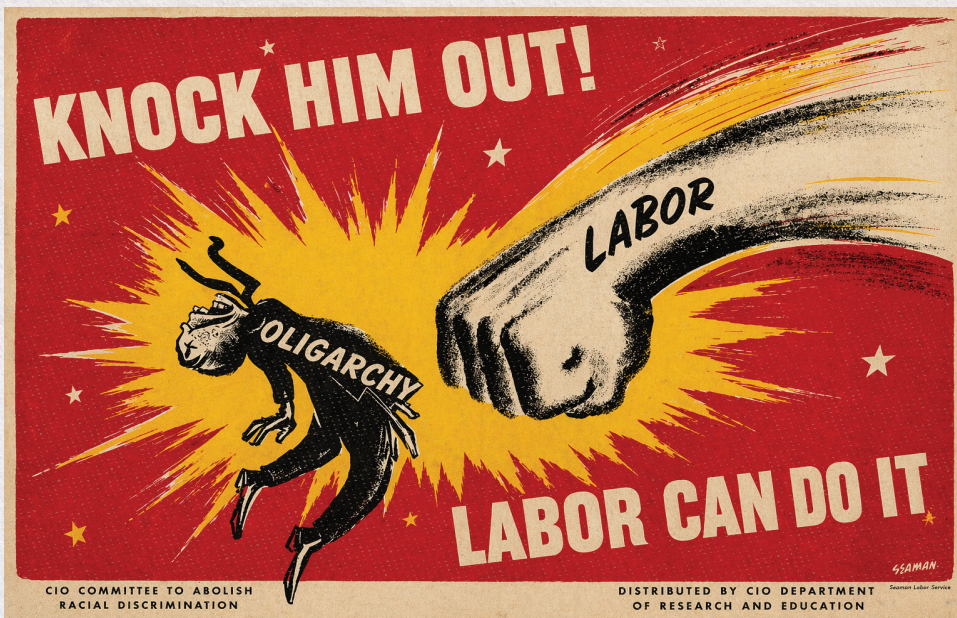
Stay organized. Stay connected. Don't let them make us small.

That's not a coincidence. That's cause and effect.

Unions are one of the few institutions in American life where working people have a real vote on the decisions that affect them — not just during elections, but in their contracts, their leadership, and their conditions. That is exactly why the billionaire class wants us smaller. A workforce that can vote on its own terms is a workforce they cannot fully control.

Here in Colorado, Local 105 members have used union power to win real things. In 2024, service workers won \$22 million in wage increases through collective bargaining.

Through political action and legislation, we won wage increases for janitors and airport workers — not because companies did the right thing, but because workers organized and demanded it. In 2025, members won over \$800,000 in stolen wages, vacation time, and lost pay



IF WE MOVE TOGETHER EVERYTHING STOPS.

In Minneapolis, people didn't wait for things to get worse. Earlier this year, after ICE agents killed Renée Good and Alex Pretti, a healthcare worker, communities came together and got organized.

What people saw wasn't just one incident. It was a system that puts power and profit ahead of people's lives, and they understood that no one group could take that on alone.

So unions, congregations, workers from all backgrounds, small businesses, and community members came together across the city. They didn't treat workplace issues, immigration enforcement, and community safety as separate. They knew it was all connected. When they moved, they moved together.

Workers stayed home, students walked out, and businesses closed in solidarity. Daily life slowed down, and the economy felt it. What started as a response became something bigger, a disruption that made it impossible for people in power to ignore what was happening.

And it forced a response from corporate leaders, billionaire interests, and the politicians who side with them.

**WE'VE SEEN THAT
POWER BEFORE.**

When working people have come together at scale, we've won real changes like the 40-hour workweek, the right to form unions, Social Security, and civil rights. Not because anyone gave them to us, but because people organized and forced change.

And even then, it wasn't enough. Those gains have always been fought over, and they're still under attack today.

The same thing is true now.

The power we use when we strike to win better wages and hold companies accountable doesn't stop at one job. When it grows across industries and into our communities, it becomes something bigger.

That's how we win stronger unions, raise wages, and protect our communities and our democracy.

The lesson is simple.

When we move together, we don't just speak. We force change.

your voice. your vote. your union.

It is not just wages and it is not just benefits. What the billionaire class is coming for is the power workers have when they stand together and every system we have built to fight back. That includes our union and it includes our vote.

Every cut, every surveillance tool, every immigration raid is designed to do the same thing: isolate workers, create fear, and make collective action harder.

A healthcare worker buried under an impossible patient load does not have time to organize. A janitor afraid to speak up about conditions does not file a grievance. An airport worker worried about enforcement does not show up to a union meeting. The billionaire class designed it this way and exhausted, isolated workers are the goal.

We call it what it is: the systematic dismantling of worker power.

And now they are coming for the ballot box too.

Ballots have been seized, polling places intimidated, and now comes the SAVE Act —



Trump's push to require every American to produce a passport or birth certificate just to register to vote.

21 million Americans do not have access to those documents. People of color are three times more likely to lack the paperwork the bill requires.

The people this bill would silence are the same people this oligarchy has been targeting all along.

The SAVE Act is voter suppression dressed up as election security, from the same administration cutting our Medicaid, surveilling our workplaces, and ramping up enforcement in our communities.

When workers are too scared to organize and too blocked to vote, the people at the top face no accountability. At the bargaining table or at the polls.

That is what they are trying to take.

STOP!





POWER SHIRT
POWER SHIRT
POWER SHIRT

Voting matters. But it's not enough on its own.

Most of the decisions that shape our jobs and our lives don't happen every four years. They happen every day.

Hospitals decide staffing levels in real time. Contractors cut hours and increase workloads without warning. Companies roll out new technology as soon as it benefits them. Immigration enforcement shows up overnight and changes how people move at work the next day.

Those decisions don't wait for elections. And neither can we.

We've already seen what happens when the billionaire class reshapes the rules. They've chipped away at our workplaces, our pay, and the conditions we depend on. And now those same forces are trying to shape what comes next in our democracy.

 **That's why organizing at the worksite matters.** 

When workers are organized, we're not just reacting. We're setting the terms. We can push back on unsafe conditions, demand fair workloads, and have a say in how changes happen. We can support each other when outside pressure hits our workplaces.

When organizing connects across worksites and into our communities, it becomes something bigger. That's how power shifts—and how we win real change.

And there's a place for all of us in that.

Some people step up as stewards. Some become member organizers. Some start by talking with a coworker or showing up for others when it matters.

However it starts, it starts with us.

SURVEY



JOIN COPE!

MEMBER STRENGTH



Get ORGANIZED



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