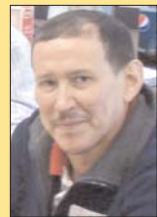


STEWARDS LEADING THE WAY

**José Dominguez**  
Steward, Janitronics  
200 Sidney Street, Cambridge



From February to April 2009, the union held a basic steward training course, of 4 three-hour sessions.

"It was very interesting for me because I learned techniques to confront the problems that come up with my co-workers. I'm more capable as a steward and a leader. I recommend that other stewards participate in this course, to learn about how to communicate with the members in your worksite."

**Roberto Cortes**  
Steward, UNICCO  
St. Gobian, Worcester, MA



Roberto is a steward and involved in organizing non-union contractors in Central/ Western, MA.

"Since I became a steward I can see that I improved my leadership - I know how to connect with my co-workers; I know how important it is to be part of this change. Being a steward is one of the greatest opportunities that I have had in my life. I have learned and grown a lot in this past year working with my Union!"

**Kaji Sherpa**  
Steward, Northeast Security  
International Place, Boston



Kaji Sherpa, Regina Lee, and Christian Kanonga took 10 days union leave from work to reach out to fellow union and non-union officers about the first ever national security officers convention. They spent long days (and nights) visiting buildings, talking on the phone, flyering and putting up posters in neighborhood locations.

"We talked to hundreds of officers. It was a great experience and I'd do it again anytime."

**Steward Training Course**

The basic steward training course will be offered in Boston, Lawrence, and Providence. It consists of four sessions:

1. Roles and rights of stewards
2. Winning victories in the workplace
3. Our broader vision and movement
4. Building the union person by person

If you are a Commercial or Higher Education steward interested in taking the course, please contact your organizer or call the union office at 617-523-6150.

**Rob Kuykendall**  
Shop Steward,  
Grounds Services, MIT



Last March of 2008, Rob took the training session for Higher Education stewards.

"A lot of people are afraid to speak up when they think that management is doing the wrong thing or mistreating people. I became a shop steward so that they don't have to be afraid, so that I could speak for those people. I also believe that communication is often the key to resolving issues in the workplace. As a steward I hope that when people come to me with an issue I can get an answer for them and help them understand the situation."

**Security Officer Union  
101 Course:**

At the beginning of the year several officers participated in an introduction to the Union and the new security agreement. These classes will begin again in July. The classes cover the history of Local 615, organizational structure, basics of our Union contract, and ways to get involved. If you are interested in attending a future session please contact Mercy Warren at 617-523-6150.

**FIGHTING FOR  
OUR RIGHTS**

Local 615 knows that the job doesn't end when we win contract right. We have to work to make sure the companies all follow the new rules and respect that contract. From steward training, to member education, to handling grievances and marching in the streets we must keep our union moving forward and get respect for our contracts and our members.

One of the biggest changes in our 2007 Janitorial contract is the requirement that large downtown building shift to full time work over the next three years. Some are starting now - and for those any available hours have to go to members already working in that building until everyone is full time.

Another change requires increased hours in most other buildings. In those any new hours have to go to people already there until everyone has five (5) hours of work.

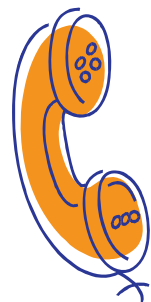
In these times of cut backs it is required that Local 615 be told ahead of planned layoffs and changes in workload so that we can push back if the way they do it is unfair.

**Call the SERVICE CENTER**

**866-615-8840**

Monday-Friday  
9AM to 5PM

Saturday  
9AM to 12PM



Questions on health insurance or pension?  
**617-399-4616**

Classes?  
English, Computer, Literacy, Citizenship  
**617-878-7437**



**SEIU 615 News**

Representing Property Services Workers in Massachusetts, Rhode Island, and New Hampshire

26 West St, Boston, MA 02111 • 280 Broadway, Suite 201, Providence, RI 02903 • 250 Commercial St, Worcester, MA 01608 • 20 Maple St, 1st FL, Springfield, MA 01103

617-523-6150

[www.seiu615.org](http://www.seiu615.org)

May/June 2009

**WORKERS SPEAK OUT AGAINST HARASSMENT AND WORKLOAD ISSUES**

Recent layoffs and hour cuts to contracted janitorial staff in buildings across New England has resulted in increased workload for remaining employees.

Many workers have reported daily harassment and intimidation from supervisors who are bullying workers into finishing increased and unrealistic workloads.

On April 30, 2009, Janitors took the streets with brooms in hand, holding three different rallies. Two groups marched through Downtown Boston and one group stopped traffic at the Fifth Avenue office park in Waltham, sending the message that we will not tolerate fear at work.



In the last three years, Local 615 has grown bigger and stronger. We must continue this progress and our fight for justice:

- ▶ Winning and enforcing strong contracts
- ▶ Building political power
- ▶ Organizing more Property Service Workers
- ▶ Growing member involvement and leadership



Downtown workers rally on April 30, 2009.



Workers rally at Fifth Ave, Waltham on April 30, 2009.

**Security Officers Celebrate Gains, Plan for Future**

**May 16th 2009** – Hundreds of security officers and community members made history as they filled the union hall, marking the largest gathering of security officers ever in Massachusetts. The Boston convention was part of a national movement. Similar events were held in 15 cities around the country.

Security officers celebrated the tremendous strides they have made in organizing the industry. Officers went from 0% organized in 2004 to 88% organized in the largest Boston and Cambridge office buildings and have also organized all 270 officers at Harvard University.

However, officers also focused on the challenges ahead and all that still remains to be done. In Massachusetts, about 1,500

officers are organized out of roughly 15,000. Officers identified important issues including fair wages, affordable family health care, sick days, dignity and respect at work.

The convention closed with agreement to win the right to organize for 7,000 more security officers by 2011. Local 615 Security Officers and other members marched with supporters from a variety of area labor and community groups through the streets of Back Bay demanding an economy that works for everyone and passage of the Employee Free Choice Act, a change in the law that would give more working people the right to organize and help to rebuild our deflated middle-class.



*"I believe in justice for all people who are working to support a family. We need to stand together in our struggle because this is something that affects all of our communities."*

~ Wilfred Lewis, Allied Barton Security Officer



## WORKLOAD AND HOURS CUT

What can I do if my employer is cutting back on my hours, and/or increasing my workload?

- ▶ Do what you can do in the time that you have.
- ▶ Do not work before the hour that you punch in.
- ▶ If you are unable to finish something, report unfinished work to your supervisor at the end of your shift.
- ▶ If your supervisor disciplines you for not completing a task, ask for your steward to be present. Then, call your union representative.
- ▶ Do not stay after work hours (only if the company is paying you for that time).
- ▶ Talk with your union organizer and co-workers to ask for a meeting with the employer to agree on new job assignments that do not create workload.
- ▶ Report the problem to your union organizer or the Service Center.

What if my supervisor tells me that I'm fired if I don't finish my work?

- ▶ Your supervisor CANNOT fire you!
- ▶ The contract states that the employer has to use "progressive discipline."
- ▶ If the supervisor gives you a warning, you can file a grievance and force the employer to talk with the Union regarding the workload issue.

With the Union, you have a voice at work -- Let it be HEARD!

BE UNITED!

Call the Service Center  
866-615-8840

## WE CAN ONLY RISE TOGETHER, STRONGER THAN BEFORE



**March 21, 2009** – Nearly one thousand people marched through downtown Boston as contracted janitors and security officers called on the business community to not make the current downturn worse by hastily cutting jobs out of fear.

Participants included union members, their families, neighbors, students and

supporters from area labor and community groups. Saying that cutting the jobs of property service workers will only make the problems and the economy worse, marchers called on Boston business leaders to protect jobs, so *we can all rise together out of the economic crisis stronger than before.*

### NEWLY ELECTED EXECUTIVE BOARD MEMBERS FOR 2009

**President** - Rocio Saenz

**Secretary-Treasurer** - Peter Rider

#### Executive Board - Higher Education

Tom MacDonald, Boston College  
Richard Vendetti, Boston University  
Daniel Mejia, Harvard University  
Filomena Ruedas, ABM/Suffolk University

#### Executive Board - Commercial

Antonio Barbosa, Servus  
Antonia Cordova, Unicco/One Source  
Margarita Restrepo, Ever Clean  
Rafael Morrobel, Somers Building Maintenance  
Hector Conde, Unicco/Harvard Maintenance NY  
Candida Gomes, FMM/One Source  
Samuel Valle, American Cleaning/One Source  
Ana Lucia Pareja, Unicco  
Lucy Montanez, Unicco  
Ricardo Monroy, Unicco  
Vicente Corcino, Unicco  
Miguel Pinto Rosa Neto, SJ Services/National Facility  
Deydamia Soto, Unicco  
Herman Tobias, Unicco/ABM

#### Executive Board - Rhode Island

Celsa Del Pozo, Suburban

The Union's two Officers and nineteen (19) Executive Board members will begin a new three year term starting on June 5, 2009.

### HARVARD WORKERS STAND WITH STUDENTS



**May 1st, 2009** – In honor of May Day, Harvard workers at the main campus and the business school braved the rain to participate in over 10 different actions raising awareness around dignity at work and workload issues. Students recognized contributions janitors make to the Harvard community.

**April 1-3, 2009** – For three relentless days students and janitors spoke out against layoffs at the Medical School. Workers made their voice heard with rallies, marches, theatrical skits, vigils, a morning faith based service, and in a press conference with SEIU International President Andy Stern to speak. Students continue to demand justice for workers in this economic crisis.

## MIT WORKERS SOLIDARITY DAY - A GREAT SUCCESS!

Over 80 members and their families attended the May 16th Solidarity Day. This was a day of fun and relaxation but also something more; a chance to show MIT that we are unified and that if they use the economic crisis as an excuse to attack our standard of living, we will fight back, as ONE UNION.

SEIU Local 615 President Rocio Saenz and Secretary-Treasurer Peter Rider attended. Several student senators and Cambridge City Councilman Larry Ward, who is chairman of the Council's University Relations Committee, also attended.

Special thanks to the picnic planning committee; Laurinda Ferreira, Ruth McKenzie, Marissa DeSouza, Peter Hicks; to the cooks, Miguelito Santos, Rocky Mucinni, Sandy Missett and Bill Lucas and to the DJ, Humberto Perreira. Special thanks to Bill Sims' (Student Center Shop Steward) wife, Janine Sims, who made a great cake decorated with the Local 615 logo.

MIT WORKS BECAUSE WE DO!



# YES, WE CAN!

## MEMBERS MOVE INTO POLITICAL ACTION

From the Massachusetts State House to the Halls of Congress to Boston and Cambridge City Halls, SEIU Local 615 members have been working to build and exercise their political power.

▶ Security Officers Erin Bailey, Vivian Brown, Christian Kanonga, John Kinner, and James White joined hundreds of other SEIU members in Washington DC in early April to lobby for the right of other workers to organize and telling Congress that "the **Employee Free Choice Act** is the real stimulus package for the working class in this country."

▶ Members and allies have been working at the Massachusetts State House in support of a law giving all workers **paid sick day**. Betty McGuire, SEIU Local 615 member and an ACORN leader in her community speaks out because "it is important for people to have paid sick time."

▶ Worcester members have gathered over 400 post-cards calling on legislators to pass the **Paid Sick Days legislation** that would provide mandatory paid sick time off for all workers in Massachusetts.

▶ All the SEIU Locals have been lobbying and attending rallies, while actively working to stop the state budget cuts to programs like health care and community services.

▶ MIT and Harvard members have lobbied Cambridge City Council to help make those Universities maintain good jobs as part of their contribution to their community.

▶ After SEIU Local 615 endorsed Boston Mayor Menino for re-election and Felix G. Arroyo for at large city council, members gathered the signatures of registered voters to get them both on the ballot in September.

▶ SEIU's **Enemies of Change** Campaign - Members and their labor and community allies planned and executed several rallies against Bank of America throughout the New England area. These actions combined with others around the country became a significant factor in forcing out Bank of America CEO Ken Lewis.



*"Building political power is one of the key areas of growing our union and a great way to build member strength. Everyone can get involved."*

~ Rocio Saenz, President of SEIU Local 615

## FIGHT CONTINUES FOR WORKING FAMILIES IN CENTRAL/WESTERN, MA

Central/Western, MA - Union members and allies have been taking the fight for working families to a new level:

▶ Newly organized **Food Service Workers at Gardner Public Schools** won union recognition through a card check agreement with their employer Compass Inc, and are about to begin the process of bargaining their first contract!

▶ Local 615 members joined President Rocio Saenz at an **Immigration Rally at the City Hall in Worcester** on May 1st. After the rally, members joined other coalition members for fun, food, music and dancing at the Centro Las Americas in Worcester for a celebration of all the contributions that Immigrants bring to this community.

If you want to be a member organizer helping to organize in Worcester, call 508-791-1670.



SEIU 615 HOPE EQUALITY COMMUNITY YOUR UNION SEIU TRUST

SEIU 615 SOLIDARITY ORGANIZE DEDICATION SEIU TRUST