

SU Contract FAQ 9/4

After voting down the previous tentative agreement, our negotiating team went back to the table with admin. We successfully beat back health insurance givebacks, maintained our contract protections against sub-contracting, and won big wage increases. *They saw our power growing through solidarity in action, and we won!*

We have an information session on the new tentative agreement on Thursday 9/5 from 4pm—5pm in the NVRC Auditorium, and our ratification vote on Friday 9/6 from 6am—4pm in Grant Auditorium at FALK.

Q: How much are the raises?

10% in year one, 3% year two, 2.75% year three, 3% year four, across the board. Compounded (meaning one on top of the other), we will earn 19.9% more at the end of the contract. For example:

$\$40,000 + 10\% = \$44,000 > \$44,000 + 3\% = \$45,320 > \$45,320 + 2.75\% = \$46,566 > \$46,566 + 3\% = \$47,963$

Q: What if we vote no again?

After voting no and going back to the table, the path to a different agreement would be to strike. That is why the ballot will have to choices: yes to ratify contract, no to reject agreement and authorize a strike.

Q: What else is different from the last TA?

All the non-economic proposals in the last TA are the same as this one, the only change are the economics (raises). If you have any questions please come to the info session (but it isn't mandatory).

Q: How does the ratification vote work?

On Thursday, members of SEIU 200United can join the information sessions to see the agreement in full, a summary, hear a presentation about it, and ask any and all questions. On Friday, members can vote to ratify or to strike.

Q: Who can vote?

SEIU 200United members. A member is someone who is covered by the contract and has signed a membership card. If you haven't signed a membership card before, don't worry, you can sign one that day.

Q: Can I be released from work to vote?

You will have release time to come to the info session and to vote. Inform your supervisor you are going to participate.

Q: What if I can't make it?

There isn't any absentee voting, so we hope you can make it. If you can't we'll have copies of everything afterward, ask your elected officers.

Q: Will we get retro pay?

Yes, if the contract is ratified we will get retroactive raises back to 7/1/24.

Q: Did they get more than us at Cornell?

At Cornell UAW won a great contract with raises up to 25% after striking for two weeks. The story is a bit more complicated than that because they previously had a two-tier wage system (some were making up to 17% less for the same job), so not everyone got the same raise.

Q: When will ballots be counted?

As soon as voting closes, 5pm on Friday. All members can come to observe the count (if you aren't on the clock).

Q: So is the tentative contract agreement good?

The negotiations team is very proud of what we achieved. They unanimously recommend members vote to ratify the contract.

Q: What if we did vote to strike?

2/3rds of the members need to vote to authorize a strike (that vote is a commitment to strike). If we walk off the job (for more money), SU can hire scabs to do our work. The strike lasts as long as the union members support it (strikes can last days or sometimes months). Strikes are workers ultimate weapon, and very powerful when everyone is unified. They also come at a cost.

