How did we achieve what WE won?

VOTE YES TODAY!

- 1600 strike captains organized their turfs, getting members strike-ready
- 15,312 surveys filled out (50%)
- Almost 10,000 members participated in a photo action (30% of members)
- Over 16,000 registrations for the March Membership Meeting
- 10,000 members attended Strike Vote/Rally
- Over 18,000 calls made
- Hundreds of grid meetings held

Over a third of all members participated in some action since the campaign kick-off!

Our contract was not won through tough TALK.

It was achieved through hard *ACTION*!

When we fight, WE WIN!

CONTRACT HIGHLIGHTS:

After months of organizing, we achieved: Strong Wage Increases

We fought for and won a 12.57% increase over 4 years. This totals $133 over 4 years.

We also won a one-time ratification bonus of $3,000 for workers for whom the employer is required to make 32BJ Metro Plan Health Fund contributions as of 7/22/22.

WEEKLY WAGE INCREASES	April 2022	April 2023	April 2024	April 2025
DOORPERSON/ PORTERS	$27	$33	$33	$40
HANDY PERSONS	$29	$35	$35	$42
SUPERS	$30	$36	$36	$43

100% Employer-Paid Healthcare Preserved

Preserving our healthcare is the cornerstone of this union. We've worked decades to build this and every four years employers demand we pay into it. We are part of a small percentage of American workers that have both 100% employer-paid healthcare and a protected pension. From the very beginning we've said that even a small notch into these benefits is non-negotiable.

Protected Our Benefits and Won New Rights and Protections on the Job

- Protected Pension
- Diversity committee
- 1 New Elective Holiday: Juneteenth (every employee is entitled to one elective holiday or personal day)
- Improved sick leave benefits - increased single use sick days from 5 to 7 of our 10 total sick days

TOTAL COST to the employer for our wages and benefits:

Annual Pay Rate for Doorpeople, Porters	2022	2023	2024	2025
	$56,422	$58,138	$59,854	$61,934
Healthcare	$18,590	$23,196	$23,892	$24,612
Pension	$6,591	$6,799	$7,007	$7,215
401(K), Legal, Training	$889	$726	$726	$889
Bonus	$3,000	--	--	--
TOTAL:	$85,492	$88,858	$91,478	$94,650

Our **union advantage** was built over decades of hard work-- union members like you demonstrating their unity to employers across the country.

Every year what we've achieved is on the table and under attack. But it's our sustained coordination and organization, *our unity*, that allows us to maintain our union advantage and create better futures for ourselves, our families, and our communities.

THE UNION DIFFERENCE

	32BJ SEIU Residential Member	Non-Union Worker
Hourly Wages	$27.13	$15.00
Annual Wage	$56,422	$31,200
Family Heath Insurance	$18,590	-
Pension Retirement Benefit	$6,591	-
401K Retirement Benefit	$520	-
Free Legal Services/Training Benefits	$369	-
Bonus	$3,000	-
Paid Vacation, Holiday/Personal Day	$5,859	-
Paid Sick Time & Service Center Day	$2,387	$600
Job Security & Protections	Priceless	-
Total	$93,738	$31,800

UNION ADVANTAGE: $61,938

*2022 costs for doorpersons and porters with 5 years of seniority. All figures are annual except for hourly wage.