



Public Service Employees Local Union 572

# LiUNA!



**CELEBRATING 40 YEARS PROTECTING LABORERS AND THE WORKING CLASS RIGHTS**

Larry Doggette, Business Manager   Sonia Lozano, Secretary Treasurer



Lorena Cruz (Field Rep.), Debra Frederick (Membership Dept.), Xiomara Vasquez (Organizer), Tiha Richardson (Field Rep.), Anthony Foster (Field Rep.), Larry Doggette (Business Manager), Nykita Doggette (Contracts & Communications), Sonia Lozano (Secretary Treasurer), Kenneth Doggette (Field Rep.), Anthony (Chief Steward),

June 10, 2014 will mark the 40<sup>th</sup> Anniversary of Public Service Employee Local Union 572 working diligently to fight for the rights of the working class! Through the years Local 572 has made it priority to increase its presence and the LiUNA! brand throughout Maryland, District of Columbia, Virginia and North Carolina. Striving to show Public Employees and Laborers alike that Local 572, the affiliate of LiUNA! kicks butt first and take names later. Whether on Capitol Hill lobbying or across the negotiating table fighting for wage increases or benefits, our members are our number one priority across all playing fields. As Larry Doggette the current Business Manager would say, “We (Local 572) would not have a job if our members do not have a job!” This journey has not been easy, but when you have dedicated and hard working staff all on the same accord, the support makes the uphill battle seem less strenuous.

Although this mission continues to hold obstacles we endure. This makes us that much more proud of our triumphs. Local 572, of course, could not grow into the power we are and will continue to be, without first taking risks, making mistakes and continuously engaging in training sessions. With this, we do not hide, but rather we wear our scars as badges! Local 572 prides itself of the knowledge and experience of our Staff, Representatives, and Stewards on how industriously we make efforts to represent the Members in a most efficient way. As a local we would first like to thank all of our members and also to all of those who have helped us succeed and prosper through the four long decades. We hope the support will continue so that Local 572 and LiUNA! as a whole will flourish.

To commemorate Local 572's Anniversary, June 10, 2014, Local 572 will launch its new comprehensive website to better serve and accommodate our members, and supporters alike. Links to newsletters, calendar events, photo galleries, links to LiUNA!'s Main website, social media links and much more will only be a click away! We invite you to join us in this celebration!

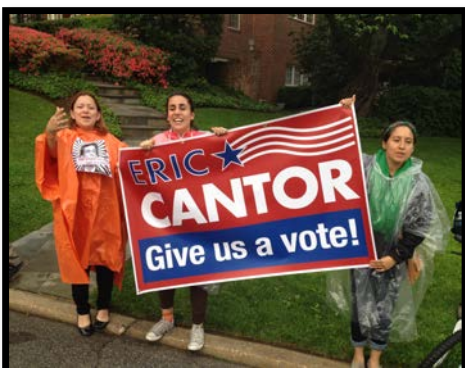




LiUNA and Local 572 supports district 18 delegate Thomas Tucker. Left to Right: Thomas Tucker Sonia Lozano Berlyn Vado,



LiUNA and Local 572 supports district 18 delegate Ana Sol Gutierrez. Left to Right: Berlyn Vado, Sonia Lozano, Ana Sol Gutierrez, and Xiomara Vasquez



LiUNA protesting (in the rain) at a house in Chevy Chase, MD, where Eric Cantor was a VIP guest for a Republican fundraiser; in efforts to push for Comprehensive Immigration Reform! Si se Puede!

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## PED Federal Employee Lobby Day Summary – 2014

**LIUNA!**  
Public Employees Department  
**LOBBY WEEK**  
2014



“This year, the LIUNA Public Employee Department (PED) held its fourth annual Lobby Week for its Federal employees. Over forty members from thirteen states attended, representing twelve Local Unions. Training took place at LIUNA Headquarters on Tuesday, April 1, where LIUNA members heard from staff from the Legislative and Political Departments, as well as the PED, and also had a presentation from the Office of Personnel Management (OPM). On Wednesday, April 2, LIUNA members went to Capitol Hill to lobby in favor of H.R. 4306, the FAIR Act, to give Federal employees a 3.3% cost of living adjustment, and against further furloughs or pension cuts. LIUNA members visited 51 Congressional offices to share their personal stories of how last year’s pay freeze, furloughs, and pension cuts affected them and their members. LIUNA also honored Representative Stephen Lynch (D-MA), the Ranking Member of the Subcommittee on the Federal Workforce, for his tireless work on behalf of workingmen and women.”

(Summary and picture provided by the PED Training website: <http://www.liuna.org/graduate-photos>)



## Steward Training 2014: Gloucester, VA



This years Steward training was at a new facility located in Gloucester, VA. This training was only open to a limited few and included Staff and Stewards only. Next year hope to include more stewards to join us, and anticipate a relaxing and wonderful time for everyone. In addition to class, everyone was able to enjoy to the great outdoors as well as fishing.

See you next year!

Anthony and the lovely Ladies Lorena, Carolyn, Robin, Nykita, Sonia, Betty and Joyce are ready for their close up Mr. Demell!



Stewards filling their stomach before a long day in class!



It's a beautiful day in the neighborhood!



Stewards of the Corn!



Check out new shirts for Local 572, Limited Edition!

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# Organizing Report

## **January - February:**

Projected organizing sites:

- Quantico National Cemetery
- Working at Marine Corps Base Quantico looking for the Janitorial workers
- Homeland Security in Virginia looking for the janitorial workers
- Fort Myer Base getting the janitorial workers for the clinic there

## **March - April:**

Projected organizing sites:

- Two federal buildings in Reston VA
- Marine Corps Base, Quantico VA
- Naval Station Norfolk with PCSI warehouse workers
- Walter Reed Landscape workers
- Working with all 572 nonmembers getting into the Local

## **May - June:**

Projected organizing sites:

- Local 572 won the election for TruGreen at Walter Reed Hospital
- Working at Quantico base for the janitorial workers ROWE
- Working with the PCSI/Warehouse workers at Norfolk
- Working with NOAA workers at Norfolk
- Campaign for PCSI at Naval Air Station-Norfolk and Oceana Naval Air Station (the warehouse workers)
- Campaign for PD&E at Navy Head Naval Support Facility Indian Head Service, Maryland and Naval Support Facility Dahlgren, Virginia
- Lunch and learned at CDC/Ft Myer

<u>January</u>		
AAFES /	Fort Lee Store	1
Bon Secours	Hospital	1
John Hopkins	University	2
LT Services Inc.	National Institute of Health	1
PCSI /	Naval Portsmouth	1
Arc-Tech Inc. {Norfolk Naval Station}	FAA Fort Lee	2
PCSI / Fort Belvoir	Hospital	2
Rowe Contracting Service, Inc.	Prime	4
R&R Janitorial Service/Bolling Base	Painting & Building Service	41
Total		55

<u>February</u>		
ABM	Dulles Airport	1
Acorn Services		1
Allied	Baltimore	2
Courtlan Gardens	Baltimore	17
Imagann	Fort Meyer	2
John Hopkins University	Baltimore	15
L.T. Services Inc.	NIH	2
PCSI Inc.	Naval Portsmouth	1
R&R Janitorial	Bolling Base	3
Safegaurd Maintenance	Patriots Plaza	2
Total		46

<u>March</u>		
Bon Secours	Hospital	1
Goucher	College	2
John Hopkins University	Hospital	8
Klima Barber Shop	Fort/Lee	2
LT Services Inc.	NIH	2
Morrison Management	Bon Secours	1
PCSI	Ft Belvoir Hospital	2
Imagann	Cleaning Service	4
Total		22

<u>April</u>		
Allied	Baltimore	3
Didlake	The Pentagon	1
Goucher	College	1
Imagann	Cleaning Service	3
JDD	Aberdeen &	1
John Hopkins	University	2
PCSI/Fort Belvoir	Hospital	2
R&R Janitorial	Bolling AFB	1
Rowe Contracting	Cleaning Service	1
Total		15

<u>May</u>		
JDD		1
John Hopkins University	University	5
PCSI	Naval Portsmouth	1
PCSI/Fort Belvoir	Hospital	9
R & R Janitorial/Bolling Base	Painting & Building Service	3
Total		19

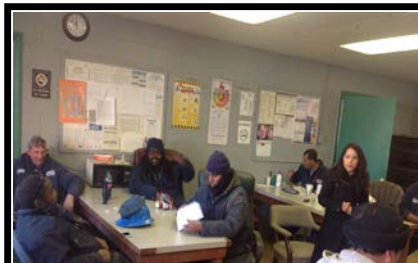
<u>June</u>		
Ft Lincoln	Cemetery	2
ISP		2
East West	NIH	2
Bon Appetit		2
R&R Janitorial	Painting & Building	1
PCSI/Dewitt		3
Ft. Myer/CDC		4
E.C. Memt		1
The Victor roun		2
John Hopkins University		8
GE/Dowty		1
Imagann		1
TOTAL		29



## Membership Photo Gallery



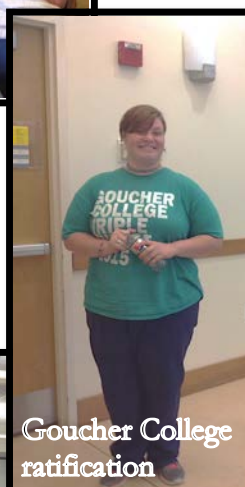
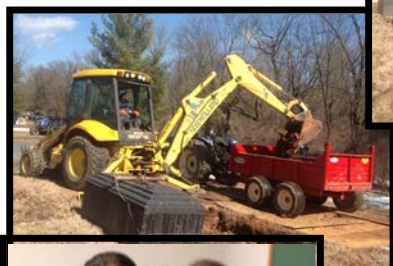
Lorena at Fort Lincoln Cemetery: "Is there a Steward in the house tooniiiight?! Staaand upp!"



Signing up new members at Fort Lincoln



Tiha signs new members at Bon Appetit at Goucher College!



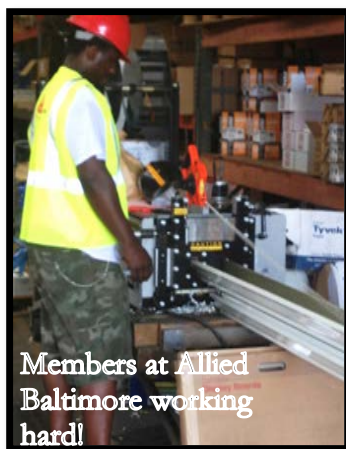
Goucher College ratification



Left to right Eugenio Escalante, Timoteo Garay, Tereso Guachin, Froyland Rodriguez.



Lorena at the Holocaust museum signing up new members



Members at Allied Baltimore working hard!



Newly organized members from TruGreen Lawn care! Hey Now! Glad to have you on board!!

From left to right: First table Eduardo Quinonez, Daniel Guitierrez. Second table from right to left Marvin Segovia, Oscar Gonzalez, Saul Lopez



Right to Left: Julio Guevara, Noel D. Escalante



## PED Organizing Trainng



Business Manager Stephen Switzer, of Local 777, found himself faced with an obstacle as new leadership to a local internally falling apart as well as dwindling membership numbers. Along with picking up the broken pieces of then Local 383, Local 777, also found itself fighting external forces from city council members who conspired to implement detrimental laws to tear down any inkling of hope for public sector Unions in Phoenix, Arizona. Coming from California, a Union friendly state, the obstacle seemed impossible to overcome. Even with odds against them in their fight to ensure and protect workers rights, they set out to create a team to set goals and plans to overcome.

Under the leadership of the PED academy, LiUNA! called for volunteers to fly out to Phoenix in hopes of helping brethren of Local 777 to in completing their goals set forth. There were folks from Alaska, Florida, New York, Virginia, Maryland and California, all in solidarity. With the help of PED Department Leaders, Instructors, Mentors and Local 777's Business Manager Stephen Switzer, Organizing & Field Services Coordinator Jennifer Wozniak, Release Workers Bill Higgins and Rufino Uribe we set out to help sign up members new and old! We were up at three in the morning hopes of penetrating the walls put up by the hard working public employees of Phoenix, AZ. We so desperately wanted to inform everyone of the war waged against them, his or her families and Unions. My hat goes to the Local 777! While the volunteers were able to bring membership from 49 to 51 percent, these conundrums of obstacles are unfortunately Local 777's constant reality and fight. I wish you guys the best of luck, in solidarity.

-- Local 572



## LiUNA! Gives Back



During the PED Organizing Training course, participants were able to give back to the community at the first established food bank in the United States at the St. Mary's Food bank in Phoenix, Arizona. In the above map, on the Left, you will see a color coordinated image of Arizona. The orange/red areas indicate the areas of which St. Mary's services over half of Arizona's hungry families. Not only does the St. Mary's location service a large area, but there is also an extreme demand from an impoverished population where, 1 in 5 Arizonians, 1 in 4 children and 1 in 7 elderly live in poverty.

I found these facts disheartening, because of the large number of families that are struggling to make ends meet. On top of this, I and many other LiUNA soldiers quickly learned that Arizona is a Right-to-work (for less) state. We were also informed that current and future laws and lawmakers were conspiring in an agenda to further destroy the power and strength of Labor Unions in Arizona. Unfortunately, there seems to be a troubling disconnect between a weak Union state and Arizonians living in poverty. How could a state of such disparity between upper and lower classes be ignored?

During our time in the facility, the people in the above and below pictures worked hard to move and organize merchandise. Among the items staff instructed us to distribute were products such as: juice, water, canned goods, vitamins and even a few non-food items critical to the survival of impoverished families and the elderly. We all managed to shuffle through and overwhelming 14,000 pounds of product! If you want the job done right, expect LiUNA! Laborers will go above and beyond their job duties!



-- Nykita Doggette

## THE BULL STOPS HERE!



Larry Doggette had the opportunity to travel to Japan with the International Boxing Federation (IBF). His task was to referee the World Championship Flyweight bout. Clean and fair fights only!



It was the time of year again, where Business Manager Larry Doggette and Sonia Lozano help advise our future business owners, supervisors, politicians and labor representatives. Professor Mark Kunze invites Local 572 to Virginia State University every year as guest speakers and mentors in his class.

This year, on two occasions, Local 572 helped mentor 'Management' vs. "Unions' for mock Negotiations!!



Everyone needs a helping hand every now and again! You know what they say; "Great things come in small packages!" Hey and check out that physique, the Business Manager has been working out! ☺





### **CONGRATULATIONS TO OUR LIUNA! GRADUATES!**

## **THIS COULD BE YOU!**

### **ARE YOU INTERESTED IN FURTHERING YOUR EDUCATION?**

Congratulation to our LiUNA! Graduates of 2014! While working for LiUNA!, these two individuals were able to work as well as go to school at the National Labor College, to complete their Bachelors. Have you thought about continuing your education? Whether it's a trade, continuing education, GED courses, ESL classes or workforce focused classes, Local 572 wants you to contact Nykita Doggette with your questions.

Many Job sites offer a Training Fund (SCETTF), in which your employer contributes a negotiated dollar amount per your hours worked. With these contributions, the SCETT Fund will help pay for continuing education or training courses. If you do not have this option, Local 572 is willing to help you through the process of finding Financial Aid or direct you to a person that will answer your questions best. Local 572 is about furthering yourself, broadening horizons; constant growth and seeing the working class prosper! Please start by taking the survey at the end of this newsletter provided by the Northern Virginia Community College. No matter your location, we want to hear from you, as our members!

### **WE WILL MISS YOU**



Local 572 would like to say thank you to Celestino (Esty) Sta Maria and Tom Wetzel for their dedication to Local 572, and hard work at Dowty Propellers. Mr. Celestino Sta Maria has been a member since November 19, 1998 and Mr. Tom Wetzel has been a member since April 29, 1981! Wow, now that is impressive! Standing with retiree Celestino and Tom, are stewards Paul Davis and Patricia (Patty) Sheerin as well as Representative Kenneth Doggette.

1. Began negotiations with JHU in November and finished on the last day the Agreement was due to expire, December 31, 2013. Agreement was ratified by the membership on January 18, 2013.
2. Sent an email to begin negotiations with Morrison at Bon Secours in September and just began negotiations at the end of March, and currently awaiting proposals from the Company, to continue negotiations.
3. Began negotiations with Bon Secours in late February and are still negotiating to present. I will present to the membership for ratification later in April.
4. The Union has filed several grievances against JHU, over the last three to four months, for weather related issues, as this year has been extremely brutal, weather wise. Even after negotiating language in the new agreement pertaining to required attendance for Employees. John Hopkins University continues to discipline members. In addition to filing grievances in both the Homewood and East Baltimore locations, pertaining to weather, the Union has moved forth to file ULP's against JHU, too!
5. The Union has also filed several grievances for badge swipe errors in the SOPH area, after having extensive discussion during negotiations about this issue and received a side letter in regards to this issue. Unfortunately the University continues to discipline members in reference to this. The Union, in addition to filing grievances, as it pertains to badge swipe errors, has also proceeded to arbitration with several of these cases and has filed a ULP.
6. Sent an email to Goucher College for the intent to negotiate and will begin on May 14 &15, 2014.
7. After contacting the owner of JDD, James Vaughn, on several occasions pertaining to his management at Aberdeen Proving Ground and their lack of addressing issues, showing favoritism, giving a lack of supplies, the Union has moved forth with a ULP. This is because we have yet to hear back from the Company, in regards to all of the complaints that we have made, and after all of our efforts with contacting them.
8. Had both focus group meetings at JHU for all shifts, although certain things still seem to be an issue. The Union will continue to voice our concerns on those issues.
9. The Union has sent an email with the intent to negotiate with Baltimore Concrete, as their Agreement was only for ne (1) year, so CBA will be negotiated later this summer.
10. The Union has sent a new proposal for the next 3years for HABCO, as we only had a 1yr Agreement, that has expired, effective April 1, 2014.
11. The Union continues to have discussion with Bon Appetit about an employee that was terminated, but the Company is now claiming wasn't terminated...the Union will move forth to take all necessary action as it pertains to this case.
12. Courtland Gardens has a new Administrator and the Union will meet with the Home and the new Admin, next week to discuss any issues that are ongoing, outstanding, or current.





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## D.C. Metro Area – Lorena Cruz

- After more than a year of negotiations Local 572 has finalized a new CBA with Discount Tree Services.

- Dowty: Local 572 has 100% membership and also obtained around twenty (20) more members.

- Local 572 negotiated a new CBA with JSP who took over R&R at the National Court.

- Local 572 negotiated a new CBA with St. Elizabeth Hospital

- Tri-Ark Industries lost their contract with the Pentagon. Rowe Contracting took over and there have been a lot of changes. We are working for the employees and maintaining established good working conditions.

- Local 572 fixed the vacation time of all the principle group employees

- Settled an arbitration case for Spotless Janitorial Services, Inc. Got the hours reinstated for an employee at spotless janitorial.

- Row/Abm took over the contract at the pentagon.

- Finishing the CBA for St. Elizabeth Hospital

- ULP against Latin American Services for negotiating in bad faith.

- Meeting with all members with AMB airport and medical insurance.

- Negotiates schedule changes at Fort Myers CDC leads.

- Negotiating contract with Total Quality

- Filed 3 ULP's on JSP Companies

- Filed ULP on Rowe/ABM

- Filed ULP on RHG Group

- Filed ULP on Crothall Services

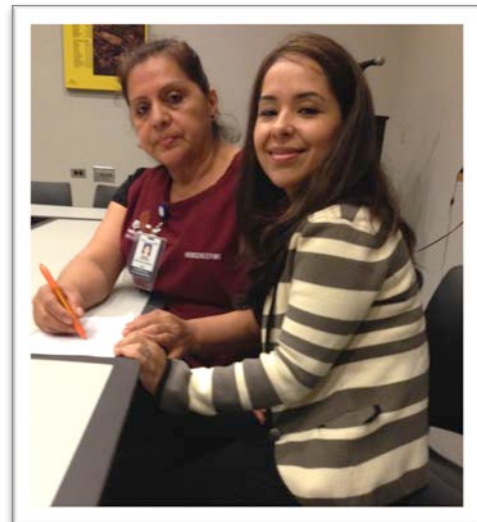
- Filed ULP on Imagann Cleaning Services

- Filed ULP Spotless Janitorial Services

- Filed for Arbitration with Budget Services & Supplies LLC for wrongful termination, and non-union employees performing bargaining unit work.

- Filed for Arbitration with Spotless Janitorial Services for wrongful termination

- Filed for Arbitration with Discount Tree Services for failure to pay for hours worked.



## Tidewater Area:

### AAFES FORT LEE:

Meeting with Steward Anne Latham reviewing the current Collective Bargaining Agreement to present list of changes and/or addition to Business Manager L. Doggette for request to negotiate new Agreement.

### PCSI Inc. (NEW SITE):

Organizing campaign for employees at the Oceana warehouse reached out to Local 572 about having Union Representation. The company has treated the employees unfairly, and has not received a raise since 2005.

### RICHMOND PUBLIC SCHOOLS:

Presentation by Steward Marian Brooks in School Board monthly meeting of pressing driver issues not being addressed by Transportation Director was published in a Richmond newspaper. Scheduling meeting with newly elected Superintendent of Richmond Public School to discuss driver issues.

### KLIMA BARBER FT LEE:

Issue of non-Klima barber being utilized at worksites was resolved favorably by Union. Negotiated Memorandum of Understanding between the Union and Company resolved the pension and yearend bonus issues.

### KENNER CLINIC FT LEE:

New Collective Bargaining Agreement negotiated for members with wage increases and numerous benefits.

### RIVERSIDE CONVALESCENT:

Human Resources Manager met with members, steward and I to receive issues and concerns about Management personnel being unprofessional in their communicating as well as interacting with them during the normal work day. Write up removed from member file and member reinstated to job thru the grievance process.

### BATCHELDER:

Union has sent letter requesting to negotiate new collective bargaining agreement.

### ARCTECH NORFOLK:

Scheduled meeting to meet members to receive issues and concerns that may address with Project Manager for response and/or resolution.

## RIVERSIDE

- Have come to an agreement for a new Collective Bargaining Agreement.

## PCSI DEWITT

- Won 4 Unfair Labor Practices with the National Labor Relations Board about write-ups. PCSI must post the settlement stating they **will not:**
  1. Interrogate members regarding grievances you may have filed.
  2. Bypass your Local 572 (you union) in regards to grievances, by instructing you to talk to management instead of your Union.
  3. Delay in complying with your Union's request for information, relevant and necessary as your collective bargaining Representative.
  4. In any like or related manner interfere with your rights under section 7 of the Service Contract Act

This notice must remain posted, must not be altered, defaced and without any obstruction of view, for 60 days. Any question concerning this compliance may be directed to the Regional Office's Compliance Officer at (410) 962-2822 (Case No. 05-CA-125846).

- Six pending Arbitration cases
- Will begin negotiations for PCSI Inc. at Fort Belvoir.

## PCSI PORTSMOUTH

- Continued negotiations of the collective bargaining agreement (CBA)

## PERKINS CLEANING COMPANY

- Filed for Arbitration on the matters of failure to pay Health & Welfare, Pension for members as agreed upon in the CBA. Also company is withdrawing Union Dues form members checks, but behind six months of paying the Union dues money to the Union.
- As of July 2, 2014, this company has sent a check, with insufficient funds. Refuses to bargain in good faith. Local 572 as filed an Unfair Labor Practice.

— Anthony

--KC

(Congratulations on securing the rights of our members)



1. How did you hear about Workforce Development?

\_\_\_\_\_

2. Are you aware that NVCC's Workforce Development Division provides on-site, online, and campus-based **customized training** across a wide range of topics?

Circle      Yes      or      No

3. What training is most prevalent for your organization?

\_\_\_\_\_

4. What training is most prevalent for you?

\_\_\_\_\_

5. Would you like to receive information about future NOVA events?

If yes, please provide your contact information:

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Thank you for taking the time to complete our survey provided by NOVA!



# Public Service Employees Local Union 572

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