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TEAMSTERS LOCAL 572 REPORTER

RICK MIDDLETON | Secretary-Treasurer

Longest Strike in Local's History Ends in Victory

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Local 572 fights together
to win a quality contract at
Star Fisheries

STAR FISHERIES



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Secretary-Treasurer Rick Middleton leads the Local on this important anniversary. Strong leadership has been the key to the Local's success.

Happy 80th Anniversary to Local 572



Rick Middleton

In 1937, the year Local 572 was chartered, a gallon of gas was a mere dime, a loaf of bread nine cents, and a house could be bought for \$4,000!

But wages were low – the average annual income was \$1,700 – and benefits such as medical, dental, and prescription drugs were rare or non-existent.

A small group of bakery drivers began hearing stories about Teamsters members being paid more, enjoying benefits, and successfully ending management bullying. They decided to contact the Teamsters. The rest is history.

It has been 80 years since Local 572 was founded. Since that time, our local union has grown from a few hundred members to more than 11,000 members.

Today, 11 active Business Agents represent members at prestigious companies such as UPS and Costco, and at public agencies including the Los Angeles Unified School District.

Local 572 also represents members who prepare airline food, printers like those who produce this publication, warehousemen in the grocery industry, dock workers, transportation drivers who bring



students safely to school and home, and even a small, tight-knit team who make parts for nuclear submarines and aircraft carriers.

Strong leadership has been the key to the Local's success. Past secretary-treasurers have

organized new industries, negotiated quality contracts, and steadily fought to preserve the jobs and rights of the members of Local 572.

For the past 17 years, Rick Middleton has led Local 572. He brings to this leadership role more than 40 years of experience in the labor movement.

Middleton began his Teamster career as a ReadyMix driver in 1968, after serving in the United States Army. He moved up the ranks from Shop Steward to Business Representative. In 2000, he was asked by Teamsters General President James P. Hoffa to serve as a Trustee for Local 572. Because of his successes, he was elected Secretary-Treasurer of Local 572 two years later.

In 2001, Middleton led a groundbreaking effort to improve contracts at school bus company Laidlaw. A strike that lasted for

weeks affected the LA Unified School District's ability to get kids to and from school.

The strike made headlines across the nation. Teamsters Local 572 won a strong contract that set new standards for bus drivers. The industry was changed for the better.

Middleton brings not only experience but also power and prestige to Local 572. He is Western Region Vice President of the International Brotherhood of Teamsters, Trustee of Teamsters Joint Council 42, chairman of several Teamsters trust funds, and Director of the Teamsters' Passenger Transportation Division.

Yet even while he serves the wider Teamsters organization through influential positions, Secretary-Treasurer Rick Middleton can most often be seen serving the members of Local 572. Whether he is visiting UPS sites near midnight or greeting school bus drivers early in the morning, he uses his many roles to help the 11,000 members of Local 572.

"Our Local Union will celebrate its 80th anniversary by doing what we do best," Middleton announced. "Organizing new members, negotiating quality contracts, and providing the quality representation that members deserve."

We are making history today and will continue to make history in the future.



Right-to-Work Is Wrong, STEWARDS LEARN AT ANNUAL TRAINING

"Right-to-Work is wrong for workers" was the theme of the 17th annual Local 572 Shop Stewards Seminar, held August 19 and 20 at the Local's headquarters.

Shop stewards are the backbone of the labor movement. They are on the ground at job sites and know what members need. They step in to answer questions, assist with grievances, and serve as a liaison between members and the business agents.

Over a late-summer weekend, the shop stewards from Local 572 came together for the annual Shop Stewards Seminar. They were welcomed each morning by Local 572 Secretary-Treasurer Rick Middleton and President Dennis Watson. Middleton thanked them for their enthusiasm and dedication, as they spent a precious

weekend day learning how to be better prepared to support their fellow union members.

The role of stewards in the workplace and improved skills for handling grievances were the topics of a presentation by Sally Payne, the Associate Director of Training and Development for the International Brotherhood of Teamsters (IBT).

Shop stewards learned from an IBT attorney why so-called "Right-to-Work" laws are dead wrong for workers.

"Right-to-Work" really means "Right-to-Work...for Less" – less money and less job security.

Right-to-Work laws take away the requirement that those working under a union contract pay union dues. This means dues-paying members bear the costs for freeloaders who want the benefits of a union membership without paying their share. The effect is that the union has fewer resources to use in protecting its members' rights.

The true intent of Right-to-Work laws is to weaken unions. Throughout the country, most of the states that have Right-to-Work laws also have lower average wages,

continued on page 14 & 15



Saluting Our Members in Graphic Communications

The industry is changing, but Local 572 continues to hold strong for union jobs in the printing trades.

From mom-and-pop shops to large corporations, Local 572 represents approximately 250 members under about 20 Graphic Communications contracts. These members print magazines and movie posters, bind books, and work on printed materials from

design to the final product. Some even manufacture and warehouse the chemicals used in developing photographs and ink used for printing.

The print industry has a long history of unionization. “Even some mom-and-pop print shops

are union shops,” explained Business Agent Doug Brown.

The printing trades have been an important part of the Los Angeles area for over 120 years.

Local 572 remains committed to preserving the history, the present, and the future of union jobs in the print industry.

With the Internet, ebooks, and new technology, the industry is changing. Companies like Harman Press and unions like Local 572 are committed to keeping union print shops alive and preserving union jobs.



Eric Osborn - 20 years



Jaime Gomez - 32 years



Danny Alaniz - 30 years



Ciro Avila - 40 years

“We are out there hitting the pavement to keep bringing in business, and we have the support of Doug Brown and everyone else at Local 572,” 25-year member Fred Goldner said.

“After huge layoffs throughout the industry, the companies we work with are surviving technological changes and keeping union jobs,” reported Doug Brown.

more photos on pages 10 & 11



Mirtha Lolez - 29 years



Brett Fox - 3 years



Antonio Rodriguez - 13 years



Bill Monroe - 33 years

Longest Strike in Local's History Ends in Victory

Local 572 fights together to win a quality contract at Star Fisheries.



Twenty-three members of Local 572 returned to work with a quality contract and heads held high after a grueling 18-month strike, the longest in the Local's history.

Local 572 has represented members at seafood company Star Fisheries for more than 40 years. For most of those years, the Local enjoyed a good bargaining history on quality contracts for Star Fisheries drivers and dock workers.

But in 2015, management took things in a challenging direction. Members' wages and benefits were at risk.

Keeping history and members' futures in mind, the Local held strong. In the end, Local 572 won the contract our members deserve.

It took an 18-month strike – the longest in our Local's history – but the Local was triumphant in the end. Local 572 secured a new 5-year agreement with full



maintenance of benefits and significant wage and pension increases.

"Striking is always the last resort," said Secretary-Treasurer Rick Middleton, "but it is a tool we use when it is necessary."

Local 572 was able to rally the support of the entire Teamsters organization, thanks to Middleton's roles as an executive board member



of Joint Council 42 and a vice president of the International Union.

After sticking together during the challenging strike, Teamsters members finally returned to work with the pride of knowing they had won a quality contract through their unity and solidarity.

It was another proud moment in Local 572 history.

SUPPORTING THE U.S. MILITARY WITH SPECIALIZED SKILLS

Members of Local 572 manufacture parts essential to nuclear submarines, aircraft carriers.

For four decades, Local 572 Teamsters have played an essential role in the making of nuclear submarines and aircraft carriers used by the U.S. Navy and Department of Defense.

A small but tight-knit group of about 25 members at Cunico in Long Beach are specially trained to make parts for these important vehicles.

"These are not jobs you can learn in school," explained Business Agent Steve Badger. "Making these highly specialized parts is a unique skill passed down from one generation to the next."

It takes years to craft and build a submarine or aircraft carrier. Cunico specializes in making internal parts that few in the nation can make as well as they do. That,

and the fact that they are a union shop, is why they repeatedly win government contracts for this important skilled work.

Though the progress of history often results in new technology, in some cases traditional, tried-and-true skills are still best.

"Some of the best things in America are the oldest things, like the technology we use in making these sub and aircraft-carrier parts. It has worked for decades and it's something the military can rely on," said Shop Steward Rafael Palomo.

Many of the members at Cunico have 20 or more years of experience. They are skilled and seasoned, doing important work for the nation that few have the knowledge and ability to do.

"The guys here are dedicated. When a contract calls for parts the Navy needs, we need to deliver. That's our boys out there in those submarines and aircraft carriers — so we can't make mistakes. We supply those guys with only the best," Palomo said.

"We work hard and we are very proud of the work we do."

Local 572 aims to work just as hard for these members.

"This is an industry that sometimes requires attention after normal business hours. Any time of day, our Business Agent Steve Badger is on the case," Palomo said.

We salute you, Cunico Teamsters. Thank you for your service, and for being a part of Local 572 history!





Union Jobs a Long Tradition in the Grocery Industry

As times change, Local 572 keeps up the fight for union jobs at Ralphs.

Unions have a long history in the grocery industry. Local 572 is proud to represent approximately 700 Teamsters at Ralphs Grocery's Compton Distribution Center.

The facility serves hundreds of grocery stores throughout Southern California. That means our members play key roles in getting food on the table for

families all over the region.

They make ice cream that is sold up and down the West Coast. They turn expired food that would otherwise go to waste into usable electricity by running it through a machine called an anaerobic digester. They are drivers, machine operators, and warehouse personnel, working behind the scenes to help feed the people of California.

Local 572 has represented Teamsters at this shop since the 1970s. These days, the industry is facing challenges in keeping union jobs in the face of new technology. Ralphs is aiming to compete with non-union grocery companies.

"We are helping in the fight to keep good union jobs," said



Mario Campos, Shop Steward - 32 years

Business Agent Steve Badger.

"You're not going to find a contract better than what we've won in the grocery industry. We're right at the top in terms of best wages, benefits, and job security. Things are changing in the industry, but we are still here."



JoAnn Carrasco - 29 years



Kevin Hart - 30 years



Rodney Jordan - 17 yrs and David Turner - 28 years



Rudy Giron - 36 years, Shop Steward



Al Palomares - 30 years



Lucious Fuller - 23 years

Quality Contracts for Decades

For more than 30 years, Local 572 has bargained for the best possible wages and benefits at UPS-Gardena.

John Flammia worked at UPS for 30 years before becoming a Local 572 Business Agent for the group. "We've always been a family at Gardena," he said. "We're looking forward to working together once again for a new contract this year."

More than 600 members of Local 572 work as drivers, in the warehouse, and as retail representatives at UPS Gardena

and Long Beach Gateways. When a new coast-to-coast UPS contract is negotiated by multiple unions this year, Local 572 will join the fight for more full-time jobs and more expedient resolution of grievances, reports shop steward Rudy Giron.

Giron has been at UPS for 36 years. He has been a shop steward almost half that time. He knows the importance of union strength

and solidarity in an era when companies are trying to reduce benefits and other hard-fought union gains.

"We need to stick together as one," Giron said. "Our union is our hope for preserving our medical benefits and fair treatment on the job."

Local 572 will fight hard for this group, as it has for three decades.



Donovan Flowers - 10 years



Sergio Villegas - 20 years



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Saluting Our Members in Graphic Communications *continued from page 5*



Rene Bañuelos - 10 years



Jose Corea - 3.5 years



Letty Reyes - 13 Years



Glenn Spears - 6 years, Shop Steward



David Willers - 40 years



Sergio Castillo - 10 years



Paul Truong - 8 years



Tom Huynh - 1 year



Gus Zavala - 25 years



Jose Santos Sanchez - 37 years



Ken Grodt - 4 years



Fred Goldner - 25 years



Tim Jimenez - 3 years



Rodolfo Chavez - 23 years



Francisco Navarrete - 3 years, Shop Steward

Member Spotlight:

Valerie Moreno, MV/Santa Clarita Transit

As a shop steward and customer-service ambassador, Valerie Moreno is all about helping others.

From school buses to public transit, Local 572 represents drivers whose daily work is getting others where they need to go. We represent drivers at MV/Santa Clarita Transit, L.A. Dash, MTA, Durham School Services, Mission School Transportation, First Student, Storer, and Student Transportation of America, among others in the transportation industry.

Our diverse Local Union also represents members who support transportation in other ways, like shop steward Valerie Moreno, a customer-service ambassador for Santa Clarita Transit.

The public-transit agency

serves people within the Santa Clarita area and also brings commuters from Santa Clarita to their jobs in downtown Los Angeles. Santa Clarita Transit is operated by MV Transportation, which also operates additional Local 572 facilities.

“As ambassador, I provide customer service on the platform at transit centers as well as on the buses,” said Moreno, who has been with the company for nine years.

“I help passengers understand how to read the timetables and

maps, and where to pick up the bus.”

She likes to be of service to both the drivers and the passengers – and to her fellow union members as well. Moreno is also a shop steward, available to answer members’ questions about the Local Union and their contract.

She aims to help all members understand their benefits, rights, and the support that is available to them through the union.

***“Thank you, Local 572, for being so helpful to all the members and supporting us all these years,”
Moreno said.***



Valerie Moreno, CSR, Shop Steward



Joseph Norwood - 7 years, Shop Steward and Business Agent Tait Skifstrom



Lisa Peskin - 10 years



Henry Johnson - 40 years, Shop Steward



Greg Glisson, James Ritter, Anthony Williams, Larry Miranda & Joseph Norwood



Michelle Rush - 7.5 years

Stewards: Right-to-Work Is Wrong

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and benefits are minimal, if they are offered at all.

In the afternoon session, stewards gained a better understanding of Weingarten Rights. This means that a member is entitled to union representation at any meeting with management where discipline or punishment may result. The shop stewards then broke into small groups to discuss example cases. These exercises will help them guide their fellow members in maintaining their rights and preventing management from violating those rights.

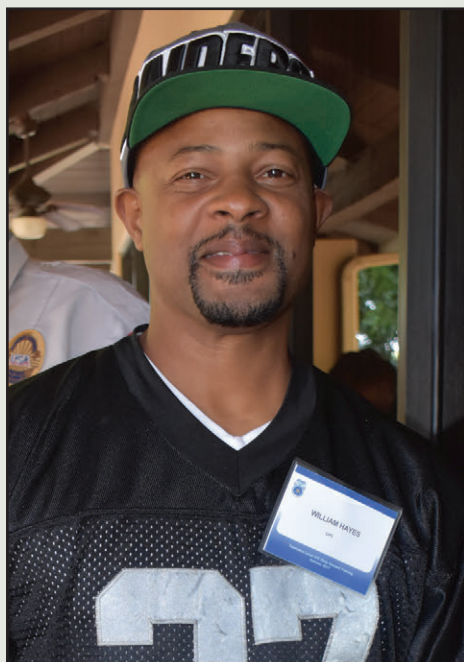
The afternoon session also included a practical activity on processing grievances. The Local 572 stewards reviewed real examples of past cases that stewards may be faced with.

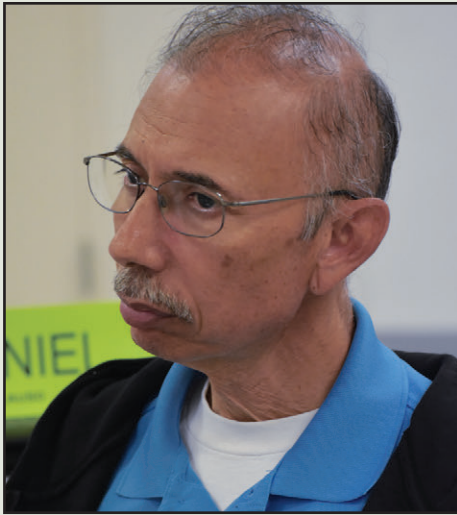
The annual Shop Stewards Seminar was an investment in the strength of Local 572. Shop stewards who attended can feel much better prepared to protect and support members day in and day out.

“Our success over the years would not have been possible without the dedication and commitment of our shop stewards,” Secretary-Treasurer Middleton declared.

“Their achievements and

triumphs, particularly during these challenging times, have been inspiring. The Local 572 Shop Stewards have always stood united, proud, and strong for the betterment of the entire membership.”





Your Weingarten Rights

As a union member, you have the right to have union representation at any interview or meeting that could lead to disciplinary action against you. The Supreme Court case of *National Labor Relations Board v. Weingarten*, decided in 1975, established this right and the procedures for when and how union reps may participate in interviews. These are the “Weingarten rights.” Here is how the law works:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- grant the request and delay questioning until the union representative arrives and the representative has a chance to consult privately with the employee;
- deny the request and end the interview immediately; or
- give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such a refusal.



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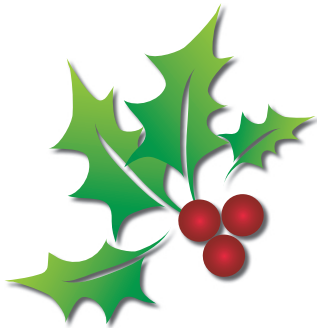
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**SECRETARY-TREASURER RICK MIDDLETON
AND THE LOCAL 572 EXECUTIVE BOARD**

*Invite members and their families to
celebrate the Local's 80th Anniversary at the
Holiday Raffle and General Membership meeting,
9 a.m., Sunday, December 10th*

Carson Civic Center

*801 E. Carson Street
Carson, CA 90746*



Food and beverages will be served.

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