

# Local 522 Union Meeting Minutes

**Date:** 8/21/24

**At:** 3:30 P.M.

**Location:** Yard House

9301 Tamp Ave. Suite 216, Northridge, C.A.

**Meeting called to order by:** Rec. Sec. Eddie Reedy **Second by:** Vice Pres. Travis Hickman

**At:** 3:35 P.M.

## **Roll Call:**

Pres. Raul Reyes

Vice Pres. Travis Hickman

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Dan Parral

Trustee Theron Smith

Recording Secretary Eddie Reedy

## **Flag Salute**

## **Additions & Corrections:**

1. **Addition (Pres. Raul Reyes):** Moment of silence for two members.

**Approval of Agenda by:** Vice Pres. Travis Hickman

**Second by:** Trustee Angel Sanchez

## **Swearing in:**

**Members:**

**Stewards:**

## **Moment of silence:**

Ryan Fox

Paul Encarnacion

## **Approval of Minutes:**

**Minutes from 7/9/24:** Read by Vice Pres. Travis Hickman

**Q.:** N/A

**Motion of Approval:** Trustee Angel Sanchez

**Second By:** Member Al Campos

**Result:** Passed

## **Trustee Reports:**

1. **Kelvin Tanji:** No report.

a. **Q.:** N/A

2. **Theron Smith:** No report.

a. **Q.:** N/A

**3. Dan Parral:** No report.

a. Q.: N/A

**4. Angel Sanchez:**

a. **Internet Stipend:** The DIMP group at Anaheim is being asked to turn in monthly internet bills as proof. When management was questioned on why it was necessary, they determined that the rest of the planning group must also provide bills quarterly as proof. In the CBA it says periodically but of course it is up to interpretation and supervision is going to read it how they see fit.

i. Q.: (S.S. Jagpreet Singh) Did they response to the question?

A.: (Pres. Raul Reyes) No, they just came to the planning group the next day and asked for quarterly bills. It seems like a retaliation. Just be careful when bringing it up.

Q.: (S.S. Joseph Shapiro) Was the internet stipend brought up in shop?

A.: (Trustee Angel Sanchez) Not yet. It is part of the CBA.

**b. LA Fed:**

i. **Measure A:** Measure A was brought up at the meeting. It is going to be on the ballot and is regarding homelessness. It's supposed to help with affordable housing and education. They emphasized supporting a candidate who supports unions. A recommendation was made to support Kamala Harris since they support union.

1. Q.: N/A

ii. **Smart and Final:** They are making veteran employees quite and reapply to earn less. This was brought up just to raise awareness. Possibly boycotting Smart and Final. Employees do plan on picketing during the holidays. If you want more information, please reach out to me [Trustee Angel Sanchez].

1. Q.: N/A

iii. **Union Night at Dodger Stadium:** It will take place on September 7<sup>th</sup> and the goal is to sell 10,000 tickets.

1. Q.: N/A

iv. **Classes on Union Business:** I have information on taking classes on union business and grievances. If you are interested, please contact me [Trustee Angel Sanchez].

1. Q.: N/A

**Officer Reports:**

**1. Treasurer Report (Treas. Ernie Gonzalez):**

a. **Report:** Full Report given by Ernie Gonzalez.

i. Beginning Balance (as of July 1<sup>st</sup>) = \$484,300.48

- ii. Total Deposits and Credits = \$32,737.95
- iii. Total Checks and Withdrawals = (\$16,177.78)
- iv. Ending Balance (as of July 31<sup>st</sup>) = \$500,860.65

1. Q.: N/A

A.:

**Motion to Approve:** Trustee Angel Sanchez    **Second by:** Vice Pres. Travis Hickman

**Result:** Passed

2. **Vice President Report (Vice Pres. Travis Hickman):** No report.

a. Q.: N/A

3. **President Report (Pres. Raul Reyes):**

a. **Election Committee Members:** We do have elections this year. The positions up for re-election are Secretary Treasurer and one Trustee. The membership should be getting a letter in September. We plan on have nominations at the September 11<sup>th</sup> and October 9<sup>th</sup> meetings. You will also be able to nominate someone online. The election committee consists of, Philip Laduke, Eddie Cortez, Suni Vishwanauth and Steve Castillo.

i. Q.: N/A

b. **Negotiations:** We are trying to get the best contract we can. We gladly appreciate all the surveys and feedback that we've gotten and at the end of the day, that's what we've been working on. We are going to start kicking it into high gear since the contract expires September 30<sup>th</sup>. We did increase our dues, which helped with a preemptive effort. In 2018 we only had about 20k in the bank, but now we are at about \$500,000. We have about 30 stewards to represent you. Our executive board is solid. Elections are coming so feel free to nominate who you see fit.

i. Q.: (Member Adam Calderon) Do we have a case for the SPS not being able to bid into planning now and is it going to arbitration?

A.: (Pres. Raul Reyes) Yes, grievance was filed. We did request a hearing, but the company won't be available anytime soon. Back when they updated the PA profile, SPS's were supposed to be able to bid into the position but sometime in July the company changed their mind. What strikes me as odd is that it was after the SPS interviews. My guess is that they want to prevent a lot of SPS's leaving into Planning. I'm hoping it doesn't go to arbitration but maybe we can do an absent arbitration and come to an understanding.

Q.: (S.S. Jagpreet Singh) When reading the negotiation bulletin, I noticed hybrid schedules and pay raised were mentioned. What are we asking for?

A.: (Pres. Raul Reyes) The company raised the issue first. The union brought a different version for the hybrid with more incentives. There is still more to come though.

**Q.:** (S.S. Jagpreet Singh) Are we going to be backing down from the three days at the office?

**A.:** (Pres. Raul Reyes) Schedules go through shop committee. As long as those schedules in shop meet the agreement, it's ok. The union wants more flexibility.

**Q.:** (S.S. Jagpreet Singh) Has the union discussed wages yet and what is the plan of attack? We would like more information on that.

**A.:** (Pres. Raul Reyes) The discussion about wages has begun. This is my 6<sup>th</sup> negotiations, and that's the highest I've ever seen them come in with. The highest I've ever seen the union come in with was %12 and then we negotiate. I will say that both sides understand that traditional acceptance of %3 is not what we are expecting but nothing is final.

**Q.:** (S.S. Jagpreet Singh) Is that what the company is saying or your feelings?

**A.:** (Pres. Raul Reyes) It's more of a feeling. Keep in mind, we negotiate at the table and not online. There are a lot of rumors going around and I see a lot of them. I'd say the best bet is to log into the negotiations meetings and we can tell you what specific pages of the contract are being discussed. There's a lot in the media as well. You know your own needs and you vote "yes" or "no" on it.

**Q.:** (Member Vansvan Keo) Are we restricted from striking until after negotiations?

**A.:** (Pres. Raul Reyes) We do have a No Strike clause in our contract. We cannot strike while we are under contract. The last good fight we had was 2011-2012. During that time, we did not go on a full-on strike but we did do a work action.

#### **Committee Reports:**

##### **1. Shop Committee:**

###### **a. Orange County (Trustee Kelvin Tanji):**

- i. Schedules:** The 6-month schedules have been presented and finalized. There were extra slots added in Anaheim planning to align with current staffing levels. A lot of the issues were with the new VISTA program. They want anyone to report anything wrong with vista. There's a dash number then can call to report issues.

**1. Q.:** N/A

- b. Pacific (S.S. Robert Gonzales):** We met today. Last month we finalized the 6-month schedule. 132 brought up the trash cans in Compton. There has also been a removal personal trashcan, and I know it's going on in other districts as well.

**i. Q.:** N/A

###### **c. Inland Empire (Vice Pres. Travis Hickman):**

- i. **Schedules:** Schedules were finalized in July and should currently be available for selection through the end of August. DIMP planning everyone on hybrid. General planning would not bend, and we did have some issues.

- 1. Q.: N/A

- ii. **Correction to the Shop Minutes:** Originally, the Unions position was left out of the minutes but working with the other local the minutes have been redacted and reproduced correctly. The in the previous months minutes, supervision made disparaging comments about the union. They were then talked to by labor. If you are in a meeting the minutes are a recording of what was said in the meeting. If management tries to deny inputting information into the minutes, it's not their job to agree, it's their job to acknowledge it was said. We documented our statement with the minutes, and they refused to add the comments. All the locals backed it, they need to document what was said.

- 1. Q.: N/A

d. **Northern (S.S. Jagpreet Singh):**

- i. **Breaks:** Management was going to revoke the current breaks of 10 minutes + 5 minutes of travel time but decided to wait for 6 months since the breaks are currently in negotiations talk. We got them to push it back since it was brought up in negotiations. If it's not fixed in negotiations, they will probably push back for 10 minutes + 5 minutes travel time. We already have 15 minutes + 5 minutes, and they want to revoke it. If we have an agreement in shop and it's better than the agreement, then that prevails because it's beneficial. They want to go back to the CBA.

- 1. Q.: (Vice Pres. Travis Hickman) Did they state why they wanted to cut the minutes back?

- A.: (S.S. Jagpreet Singh) Business needs.

e. **Mapping (Pres. Raul Reyes):** No report. Finalized schedules.

- 1. Q.: N/A

f. **Energy Analysis (S.S. Leigh Estrada):**

- i. **Special Meeting:** The EAC was scheduled to have a special shop meeting for on call assignments on the 15<sup>th</sup> but had to reschedule for the 21<sup>st</sup>. The supervisor never sent the invite to Trustee Dan Parral, and we still haven't met.

- 1. Q.: N/A

2. **Communication Committee (Trustee Angel Sanchez):** No report.

- a. Q.: N/A

3. **Organizing committee (Treas. Ernie Gonzales):** No report. I just wanted to thank S.S. Melody Griffin, S.S. Jagpreet Singh, and everyone else for helping sign up members.

a. Q.: N/A

**4. System Protection Committee (S.S. Orvin Wilson):**

a. **Time to First:** Management has been focused on efficiency and time sheet, but it sounds like it's coming from higher up. We encourage everyone to document daily on a separate piece of paper with a summary of what it is you do. Has anyone else been talked to about "time to first"?

i. A.: (S.S. Kevin Clark) Yes, they were talking about it today in Compton. It isn't the first time they have brought this up. They tend to bring this up periodically at some meetings. They've been pushing Time to First since TOB came out. TOB is dead but it's under the same policies.

A.: (Pres. Raul Reyes) If you continue to get issues or push back from supervision, please contact us and continue to document and report it.

**5. Grievance committee (Vice Pres. Travis Hickman):** No report.

a. Q.: N/A

**6. Audit Committee (Treas. Ernie Gonzales):** No report. We met on July 26<sup>th</sup> and finished the audit.

a. Q.: N/A

**7. Good and Welfare Committee (Trustee Theron Smith):** No report.

a. Q.: N/A

**Unfinished Business:** N/A

**New Business:** N/A

**Announcements:**

1. **Retirement (Al Campos):** Member Al Campos announced his retirement and urged the membership to keep up the fight and not to give in.
2. **Speech by National President Slevin:** President Slevin gave a speech and pledged his support backed by the whole of UWUA in our fight for a good and fair contract negotiation. "I've got your back; New Yorks got your back!".

**Open Forum:** N/A

**Meeting Adjourned by:** Pres. Raul Reyes

**Second by:** Vice Pres. Travis Hickman

**Meeting Adjourned At:** 5:27 P.M.