

Local 522 Union Meeting Minutes

Date: 1/22/25

At: 4:00 P.M.

Location: Black Bear Diner

7900 Florence Ave., Downey, C.A.

Meeting called to order by: Rec. Sec. Eddie Reedy **Second by:** Trustee Angel Sanchez

At: 4:05 P.M.

Roll Call:

Pres. Raul Reyes

Vice Pres. Travis Hickman

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Dan Parral (Excused Absence)

Trustee Theron Smith

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections:

1. **Addition:** Moment of Silence for Dr. Martin Luther King and John Albright.
2. **Addition:** Inland empire shop.

Approval of Agenda by: Trustee Theron Smith **Second by:** Trustee Angel Sanchez

Moment of Silence:

Dr. Martin Luther King

John Albright

Swearing in:

Members

Stewards

Approval of Minutes:

Minutes from 12/4/24 (Read by Vice Pres. Travis Hickman):

Q.: N/A

Motion of Approval: Trustee Angel Sanchez

Second By: Trustee Theron Smith

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:** No report.

a. Q.: N/A

Officer Reports:

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

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

- i. Beginning Balance (as of December 1st) = \$541,494.24
- ii. Total Deposits and Credits = \$33,362.22
- iii. Total Checks and Withdrawals = (\$19,226.17)
- iv. Ending Balance (as of December 31st) = \$555,630.29

Q.: N/A

Motion to Approve: Trustee Angel Sanchez **Second by:** Trustee Theron Smith

Result: Passed

b. **Taxes:** We had trouble filing taxes for the past couple of years. Normally we do it in-house, but we have decided to hire a CPA firm to take care of it. We went with the CPA firm that national recommended and uses. Moving forward we will be using them to file taxes. Once we finalize everything and get a final amount, we will come back to get approval from the membership.

i. Q.: N/A

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

a. Q.: N/A

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

a. **Wildfire Disaster Impact:** We have created a document for those affected by wildfires. We did have at least 1 member to lose their primary residence. A lot of members were evacuated and many more lost power. If you know a coworker in our local or not, please let them contact the union, even if you had to take time off. I understand some of the areas affected are better off areas and the attitude is that it's "their problem", but it's ours as well. It has had a huge impact on our industry. We lost a lot of customers. So far, the company said they expect those customers to rebuild using gas, but we will see about that. I committed to the company to have our assistance with restoring our customers. The fires also impacted us at the table. There are many resources available so please share them. The national did weigh in on it. The national president also went through a natural disaster a couple years back and his service territory never really recovered. We need to get involved with restoring our customers. We may even need to spend money and go to Sacramento to protect ourselves.

i. Resources: Attached to agenda.

Q.: (Member George Salcido) For those affected by the fire and had to take time off, what can they do about it?

A.: (Pres. Raul Reyes) If someone has lost time, like vacation, have them contact the union so we can work on getting their time back.

A.: (Vice Pres. Travis Hickman) California law protects you for any loss time in case of disasters. They are protected and cannot be disciplined.

A.: (Member Hugo Torres) I've seen on social media; people have been blaming the smart meters. For those working in the field, make sure you have all your information correct and don't talk to the media. If you are having a conversation with someone, make sure you are giving them the right information.

A.: (Pres. Raul Reyes) Good point. We do have a public affairs office to handle those kinds of questions. It does bother me that for some reason, members thought this was an opportune time to take advantage of the situation.

Q.: (Member Raul Castillo) The fact that you lost your home is a big deal. Has the union reached out to members who have potentially lost their homes? People have pride and don't want to ask for help. It could be one of us some day. It's good to have people willing to help. Is there an approval process to help them out? Maybe taking out of our funds.

A.: (Pres. Raul Reyes) From the one member we are aware of, we have tried e-mailing them and they have not responded. We are working on an approval process through the goods and welfare committee to get that going. It does need to be approved because of our bylaws. We don't know yet if it will be case by base or a standard amount.

b. Negotiations/Extension: The wildfires also affected negotiations. The extension was up on the 9th. I was being called to help with the wildfires, so I wasn't able to be at the negotiation's tables. There are provisions when cancelling training, meetings, etc. and at the end of the day neither side was in the proper head space to negotiate. We all decided to extend the contract beyond when we think the wildfires will settle down; until we can talk to each other with a level heads. The contract was extended until the end of January. There is no plan to negotiate next week. The national president did sign the extension and has provided aid. There has been no update since what was agreed to on 11/22/24. Hopefully the fires get taken care of soon and we can get back to the table.

i. Q.: (Member Roy Magana) The members voted to strike, so why aren't we striking? The wildfires are a tragedy but we can't control that. It's to the company's benefit to continue to extend the contract. The membership is getting fatigued. Most of the membership wants a bigger cut of the pie. The CEOs are

getting really big cuts, and their bonuses are %15 yearly but they only want to give us %14 over 3 years? Why can't we get more of the pie. They aren't going after medical, but they can do that anytime.

A.: (Pres. Raul Reyes) We have heard that and have asked for it. The contract that was presented was their answer.

A.: (Member Roy Magana) Stop asking and start demanding.

A.: (S.S. Jadric Anongos) Striking during the fires is not beneficial to us. The strike would not make the airwaves, and if it did it would be negative press. The headline would be "Gas company workers don't care about the public and only care about themselves". To your point that members are tired and just want to sign, some members just want to experience the strike.

A.: (Member Roy Magana) If we go on strike tomorrow, we will still have an injunction and will have to come back in right away. I want the public to understand that we aren't happy.

Q.: (Member Hugo Torres) I want to know why we had to have management in our meetings? Not a lot of people knew that we didn't get as much money back from the CPUC. I know we want more, but where is the money going to come from?

A.: (Pres. Raul Reyes) The union went to testify with the company. I've spoken to the 132 leadership on how to negotiate and how to interact with the company. I do appreciate the support our members give our board and membership.

A.: (Member Roy Magana) 132 leadership will only respond to their members. They need to send them a letter or e-mail or just something to express their frustrations.

A.: (Pres. Raul Reyes) Unfortunately, we are not in their local and cannot tell them what to do.

Q.: (Member Roy Magana) Why don't you let the members know you don't agree with them? They made it known. You need to start telling the membership. We have a young membership, and they are afraid.

A.: (Pres. Raul Reyes) I do want to get feedback. The vote in December was as close as it could be. Those that are under the impression that we are going to double our income are seriously misinformed. We are in a space right now that is dangerous. When the first agreement was made in October, the company had no idea what the General Rate Case would be. They didn't have to answer but they still made a deal. It was a lucrative deal. It got turned down and the General Rate Case came back at a loss. When we came back to the table, we were able to negotiate for a 4th year at an additional %4.25 with no loss in medical. The

company tried to have the General Rate Case re-examined, and it came back even lower. The agreement got rejected for the second time. It's an uphill battle. For the next round, if we can get the same or better, that's a victory for me. They can offer worse, and if we don't agree, they can implement an impasse. We are in a space where the leverage some people think we have isn't actually there. %1.2 of the entire workforce is why we are talking about this now. As for the wildfires, we don't capitalize on them. At the end of the day, we were getting national attention, and we did our job. I hear you but this is the place we find ourselves.

Q.: (Member Ozzy Covarubias) Why don't we inform the membership more? There is no need for a strike. I'm a company man and I don't want the company to go bankrupt. If the company goes bankrupt then we don't have a job, but the company budgeted a whole lot more. They can go up an extra 1% just to get the majority to pass it. Why aren't we bringing these figures to the table? No one is running to the media, but information goes a long way.

A.: (Pres. Raul Reyes) We have discussed those numbers with them.

A.: (Member) We are asking the company for what we feel is fair and not demanding it. We need to put our foot down. I feel the next contract is going to be passed. We are letting the company dictate the terms for us.

A.: (Pres. Raul Reyes) To some extent you are correct. We do the asking but they have the wallet. Monetarily, we ask, and they say yes or no. The second agreement did have improvements. I know our eggs were in another basket but that's what we got. We need to educate our members. I honestly know that everyone here works with 1 person with 0 in their savings account and are in debt yet think that if we vote no they will magically gain 20% annually. You need to understand that if you're voting no you will need to strike. They're acting gutsy now, but will they cross the picket line if a strike is called? Those of us that will fight the fight will be in the minority.

Q.: (S.S. Jadric Anongos) What is the penalty for crossing the picket line? Are the other locals still willing to strike with us if we strike?

A.: (Pres. Raul Reyes) We do not recommend crossing the picket line but the local has decided that a \$300/day fine will be implemented to any member that crosses the picket line. Only the 132 leadership is new to negotiations. All the other locals have dealt with negotiations before. Don't get this idea that the people on the team have no clue what they're doing. This being my 6th negotiation, it is the best contract I've seen. I understand the anger, but I don't get the thought. Injuring the company isn't beneficial to us.

Q.: (Member Joel Schuette) When is the union planning to go back to the table? There is a rumor that early retirement might be offered. Has that been discussed?

A.: (Pres. Raul Reyes) Next week sometime. Maybe Wednesday. Nothing about early retirement has been discussed. If all we are turning the agreement down for is money and we walk out; the company has the legal capacity to replace us all. Going on strike is like declaring war. We need to understand, even if we are in a position that is more necessary, there are brothers and sisters that may not be. You're asking some of your brothers and sisters to "die" instead of you? Are you truly going to look at yourself in the mirror after the raises knowing other lost their job for those raises?

Q.: (Member Joel Schuette) What happened to the unfair labor practices?

A.: (Pres. Raul Reyes) We reached out and still don't have an answer. And it could still be 50/50. There is no vote, and the government would decide that.

Q.: (Member Joel Schuette) With the recent fires there are videos with the gas company trucks working. You can also see contractors in the background. Can someone investigate how much of that work was awarded to contractors? Will that help with unfair labor practices.

A.: (Pres. Raul Reyes) Yes, we are still under contract. If you see something suspicious, please let us know.

A.: (Member George Salcido) I know there is a lot of criticism for the union leadership, but if you can do a better job then step up and do it.

Q.: (Member Joel Schuette) How long is our current contract extended for?

A.: (Pres. Raul Reyes) Until January 31st.

Q.: (Member Ozzy Covarrubias) How realistic is it for 522 to do their own thing and make a side deal with the company?

A.: (Pres. Raul Reyes) At this stage it is highly unlikely. We have already discussed it with our legal. When we jumped in in June we jumped into the whole process. If it occurred, it would mean we have a different result from all the other locals. We tried our best, but it didn't play out that way.

- c. **Communication with Membership:** I would like to say we've done a decent job with communication. I've been complained to by other locals. Sometimes they feel we need to take a back seat. I want to remind the members that our communications are internal. We try to give you a synopsis, and some members share it. When sharing information, it could potentially be a violation of the bylaws because it may be information that should not be shared, like personal information. Additionally, posting it on non-sanctioned social media sites is not permitted. I'll be honest, it has made me hesitant with sharing information. I've seen our vote count been posted, posts about me personally and my

family. Please don't post anything that isn't unsanctioned. We do have a social media page and a website. Communicate with us directly.

- i. **Q.:** (Member Joel) Maybe we can get rid of the social media and create a sort of log in site for our members?

A.: (Pres. Raul Reyes) We can look into something like that. People are sharing information as mis information. It isn't from us. If that continues, we may have to start removing stewards because that is not in line with the pledge in our bylaws.

A.: (Member George Salcido) Everyone's a lawyer. Negotiations bring out the worst in people. It's about everyone and not just one person.

A.: (Vice Pres. Travis Hickman) Keep in mind there is nothing stopping anyone from joining that Facebook page. Management and non-company people can be in there.

A.: (S.S. Kito Singleton) I just wanted to thank the membership for being involved. The board has increased the amount of communication. If you don't hear directly from the board, ignore it. If you hear something else, check with the board. You have access to them so get your information directly from the source.

Q.: (Member Joel Schuette) Is it possible to get the different locals together and put out information as a one?

A.: (Rec. Sec. Eddie Reedy) That would be ideal, but as you may have noticed with today's meeting and previous meeting minutes; one local in particular just does whatever they want. They don't really collaborate with the other locals very much.

Committee Reports:

1. Shop Committee:

a. Orange County (Trustee Kelvin Tanji):

- i. **6 Month Schedule:** OC Shop finalized the 6-month schedule.

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

b. Pacific (S.S. Robert Gonzales):

- i. **6 Month Schedule:** Met this week to discuss upcoming 6-month schedules for multiple workgroups. No changes were made to any Local 522 work group schedules.

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

- c. **Inland Empire (Pres. Raul Reyes):** No report. Inland shop is scheduled for tomorrow and we will be going over the 6-month schedule.

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

d. Northern (S.S. Jagpreet Singh): No report.

i. Q.: N/A

e. Mapping (Pres. Raul Reyes):

i. Schedules: The union approached the company to schedule a meeting.

Management has responded with information about schedules offered currently being continued through September 2025 and exercise the provision of the CBA to not make changes. Mapping will be relocated, probably to San Demus, but no date on that yet.

Q.: N/A

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

i. Special Shop: The EAC met for a special shop committee, which was initiated by the company due to again talking about the on-call schedule. This time an individual was scheduled back-to-back. After much deliberation, the company and the union decided to fix the schedule to avoid a grievance. The new schedule has yet to be sent to the group. The company and the union are still debating language for EAC minutes.

Q.: N/A

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

a. Q.: N/A

3. Organizing committee (Treas. Ernie Gonzales): No report. 000 list is up to date.

a. Q.: N/A

4. System Protection Committee (S.S. Orvin Wilson): Had a meeting yesterday with a rep from the company, DOT, and pipeline integrity. Certain jobs will be getting contracted out for a project they are doing. It's a "all hands-on deck" approach to get all the DOT lines up to date. This may be forecasting something they have in the works. I have brought up why some jobs were sent to contractors, and some weren't. Their response was that we were not trained. I encourage everyone to take notes and continue to ask questions. When dealing with CP it's a gray area. We used to auger our own anodes, but we no longer have auger trucks. That isn't really taking CP work since it was more of a distribution job, but that's still work we could be doing. Even with the rectifiers, a lot of people are losing their job knowledge to Far West and the other contractor. It seems to be the choice of the employees, but we can't continue to let those jobs go. We let one slide and then it will be more and more with contractors ready to take them. No department is safe. I did want to thank everyone who sent me job policies, we are currently in the process of looking to the job responsibilities. Hopefully in the next couple of days we get a response from the company on our job responsibilities.

a. Q.: N/A

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

a. Q.: N/A

6. **Audit Committee (Treas. Ernie Gonzales):** No report. To be scheduled soon.

a. Q.: N/A

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

a. Q.: N/A

Unfinished Business: None.

1. Q.: N/A

New Business: None

1. Q.: N/A

Announcements:

1. **My Time (S.S. Kito Singleton):** Keep an eye on my time. Somehow, I got charged 8 hrs. of vacation and I haven't taken any. It has been corrected but just keep an eye out on your My Time and catch it early.

a. A.: (Vice Pres. Travis Hickman) A member was out on disability and when they came back, they called out sick. A sort of glitch happened on My Time. If you call out sick within 60 days of returning from disability it will be as if the member is no longer employed. If you call out sick when you return from disability, make sure you tell them it isn't because of your disability.

Q.: N/A

Election of Officers: None.

Open Forum:

1. **Contractors Planning (Member George):** Contractors are still out there planning jobs and pushing them out. I verified and made print outs. Where are we with that? It's multiple names. For some reason I'm being kept out of that report, but I did look them up already and verified they are contractors.

a. A.: (Pres. Raul Reyes) We did get the info and are still working on it.

2. **Adobe Pro (Member Joel):** Some members have had Adobe pro in the past but don't anymore. It was explained to us that it was a yearly subscription, but they don't want to pay for it. We can't make crucial corrections which makes our job harder. Some people get it, and some people don't. It's not fair.

a. A.: (Pres. Raul Reyes) I suggest you make a list of who has it and who doesn't, and we can bring it up to the company.

3. **Morning Announcements (S.S. Orvin Wilson):** For the last 3 years I've been granted quick announcements about union meetings. I've been recently told I was not allowed to do that anymore. Someone dined me out. I think I've done a fair job of rallying everyone up about the union meetings. Now this hinders my reach to the membership. I will be relying more on our

membership to help spread the word and keep the local informed if anything out of the ordinary is happening in your area. I'm just asking for help up here.

a. Q.: N/A

Meeting adjourned by: Rec. Sec. Eddie Reedy **Second by:** Trustee Angel Sanchez

Meeting adjourned at: 6:38 P.M.