

Local 522 Union Meeting Minutes

Date: 1/17/24

At: 4:30 P.M.

Location: Denny's

8425 Pioneer Blvd. Whittier, C.A.

Meeting called to order by: S.S. Kito Singleton **Second by:** Vice Pres. Travis Hickman

Meeting called to order at: 4:41 P.M.

Roll Call:

Pres. Raul Reyes

V.P. Travis Hickman

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Melody Griffin

Trustee Kelvin Tanji

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections:

1. **Correction:** Order adjusted to have Trial discussed after Financial Report.
2. **Addition:** Moment of Silence for Steven Rutherford.

Approval of Agenda by:

Second by:

Approval of Minutes: N/A

Trustee Reports:

1. **Kelvin Tanji:** No Topic
 - a. **Q.:** N/A
2. **Melody Griffin:** No Topic
 - a. **Q.:** N/A
3. **Angel Sanchez:** No Topic
 - a. **Q.:** N/A

Officer Reports:

1. Treasurer Report (Ernie Gonzales):

- a. **Report:** Full Report given by Ernie Gonzales.

i. Beginning Balance (as of December 1 st)	= \$ 399,245.43
ii. Total Deposits and Credits	= \$ 29,069.76
iii. Total Checks and Withdrawals	= (\$ 3,301.57)
iv. Ending Balance (as of December 31 st)	= \$ 425,013.62

Approval of Financial Report: Trustee Angel Sanchez **Second:** S.S. Kito Singleton

Result: Passed

2. Vice President Report (Travis Hickman): No Report

a. Q.: N/A

3. President Report (Raul Reyes): No Report

a. Q.: N/A

Committee Reports:

1. Shop Committee:

a. **Orange County (Trustee Kelvin Tanji):** Schedules for April 2024 – September 2024 have been completed. We are still discussing the “Letter of Interest” for the planning group. We made progress on having enough hybrid slots for everyone when the new schedule starts. Unfortunately, we couldn’t get that for DIMP.

i. Q.: N/A

b. **Pacific (S.S Kito Singleton):** Trustee Melody Griffin has done so much for our work group already. We tried extending the hybrid schedule for our work groups. We currently don’t have a hybrid shift available for the lead.

i. Q.: N/A

c. **Inland Empire (Pres. Raul Reyes):** The union suggested possible 4/10’s but we aren’t sure how it will go, the Company declined ultimately. On a positive note, schedules for April 2024 – September 2024 have been completed and will have enough slots for everyone to have a hybrid slot. We met last week but didn’t finish until this week. Trading language was discussed.

i. **Junior Steward and Steward in Training (Pres. Raul Reyes):** We are trying to get more stewards practice in Shop. I’m currently the primary at Inland Shop but we are working on training a backup. When negotiations start, I will need the back up to step in at Inland Shop. The goal is to build a group there with many backups if need be.

1. Q.: N/A

ii. **Issues at Redlands HQ (Pres. Raul Reyes):** We’ve been having issues with the safety committee at Redlands. There are disagreements about who can be on the safety committee. We understand that bases may be strict about who is on the safety committee, but this is a special case. At Redlands there is currently 16 management employees on the safety committee and only 8 represented. This was brought to the company’s attention. We are still working on equalizing these numbers.

1. Q.: N/A

iii. CBA Language (Pres. Raul Reyes): When Covid has been detected in our members they are told to stay home per the policy language but that is affecting their attendance. We don't feel our members should have to use their time for Covid and the company semi agrees. We agree that you shouldn't be penalized with time off for complying with policy.

1. Q.: (S.S. Jagpreet Singh) Wouldn't it be easier and convenient to work from home?

A.: (Pres. Raul Reyes) Yes.

A.: (Member Eddie Coretez) The last time I spoke to supervision they said anyone who's hybrid is allowed to work from home in this situation.

A.: (Vice Pres. Travis Hickman) The supervisor said the same thing. The problem is that you must go through ECS and if you have symptoms, you can't work [supervision declined request]. Sometimes they do say you can work from home, so it's inconsistent.

A.: (S.S. Kito Singleton) The Company hired contractors in ECS during the pandemic, but I wonder if they are cutting down staff now. Which results in long response times.

A.: (Pres. Raul Reyes) We are not sure about that but that is something we can investigate. They may have taken other clients and not decreased staffing.

iv. Redlands Outbreak as of 1/10/24 (Pres. Raul Reyes): There is currently an outbreak at Redlands. This has been an ongoing issue, and we are still working on the attendance problem because of the outbreak.

1. Q.: N/A

d. Northern (S.S. Jagpreet Singh): Schedules for April 2024 – September 2024 have been completed.

i. Q.: N/A

e. Mapping (Pres. Raul Reyes): Schedules for April 2024 – September 2024 have been completed. The company is entertaining the idea of not having an office at the tower, but no decision has been made yet. They are shopping around for different locations. Local management has mentioned Chatsworth or San Dimas as possible locations.

i. Q.: N/A

f. Energy Analysis (S.S. Leigh Estrada): Waiting for management to provide schedules. We have had a problem with management not handing out the minutes after the meeting for us to review and sign. We should be working on schedules now, but we haven't. Also,

management is trying to get rid of our on-calls. He wants to change the Code 1 policy in distribution and is trying to get no coverage from 12 a.m. – 7 a.m.

i. Q.: N/A

2. **Communication Committee:** No Report

a. Q.: N/A

3. **Organizing committee:** No Report

a. Q.: N/A

4. **System Protection Committee:** No Report

a. Q.: N/A

5. **Grievance committee:** No Report

a. Q.: N/A

6. **Audit Committee:** No Report

a. Q.: N/A

Unfinished Business:

1. **Petition Trial (Pres. Raul Reyes):** We have received a petition to remove a steward. The bylaws state that it takes at least 15 member signatures for the E-board to consider a member for stewardship, and it takes 30 member signatures for an investigation to begin the process of removing. The process was updated from the 2009 bylaws, before it only took one person to request the removal of a steward for an investigation to be initiated. In this case the petition had 58 signatures to remove Shop Steward Darrin Adkins. The investigation committee determined that the petition was valid and the claims to remove the steward were substantiated to move forward with a trial. The trial took place on Saturday January 13th, 2024. We will go over the trial and the accused steward will have 5 minutes to plead their case. After that the members in attendance will vote for the outcome.

a. **Article 9. Section A and B:** Pres. Raul Reyes read Article 9, section A and B, which Darrin Adkins is accused of violating.

b. **Report:** Vice Pres. Travis Hickman read the trial report along with the recommendation of the trial committee.

***“The Trial Committee recommends removing Darrin Adkins from stewardship including ANY Committee service of the membership of Local 522 until 1/1/29 effectively removing him from Trustee in office. Until that date, a petition to become a steward will not be considered nor nomination to officer of UWUA 522 as valid.” ***

i. Q.: (S.S. Leigh Estrada) Why weren't stewards aware of the trial?

A.: (Pres. Raul Reyes) Only witnesses and members who signed the petition were made aware of the trial. Additionally, we didn't want to make a spectacle of this, or smear his name.

- c. **Evidence/Witnesses:** Pres. Raul Reyes read and described the evidence and witness testimony presented at the trial.
- d. **Darrin Adkins Plead:** (Darrin Adkins) The issue I have is that the person that started the petition cannot vote on it. The board members decided to spread the petition. They claim I have an issue with the IST's but I do not. I have a problem with not updating the profiles and contractors doing our jobs. [Pres.] Raul and I went back and forth, and he had issues with me. The Facebook posts I posted were on a page for represented members, but I admit it wasn't only for Local 522. I have seen management ignore the contract, and I sat back and watched them [Trustees and Vice President] do nothing. That's how I became a shop steward. I'll file a grievance if an issue comes up. As long as contractors are doing our jobs, they will eliminate us. Management can write you up for anything now.
 - i. **S.S. Jagpreet Singh:** I wanted to add that Darrin's work location is Compton, and he represents them. The petition was started in Compton and only 4 members from Compton signed it. The rest of the signatures were from other work locations. Some of the members I contacted who signed the petition did not even know Darrin Adkins. Also, they signed it because the information presented to them was one sided. When they say his posts were on "Social Media" instead of a Facebook page for represented employees, it's a play on words.
- e. **Vote:** Silent vote was conducted. Votes were counted by S.S. Jagpreet Singh and verified by Trustee Angel Sanchez.

Vote results will be e-mailed to the accused after the meeting

New Business:

- 1. **No Topics**
 - a. **Q.:** N/A

Announcements:

- 1. **Law Change for Sick Time (Pres. Raul Reyes):** Right now, we are allowed 40 hours of FSL. The law has changed to allow us 80 hours of FSL. We are trying to have that include your extended time.
 - a. **Q.:** N/A
- 2. **Labor Bulletin (Pres. Raul Reyes):** We have come to an agreement about your start date. Now your start date at a new position starts after you accepted a bid. Before you'd have to wait until you completed training.
 - a. **Q.:** N/A

3. PA Position Job Profile Update (Pres. Raul Reyes): Before, PPA's were not able to bid into PA if they didn't have distribution or mapping experience. The language for that has changed and now every position in the line of progression is eligible to bid for PA. We won't see it on E-bid just yet but it's coming. It won't affect SPS's because they will have equal bid rights to PA as PPA still.

a. Q.: (Member Dan Garcia) I heard a rumor that since S.S. Kito Singleton took an LPA position in Compton, his position will not be filled behind him. In fact, the rumor is that it will be filled at another location. What can we do about that?

A.: (Pres. Raul Reyes) We can bring it to their attention but unfortunately there isn't a whole lot of legal action we can take. All we can do is argue with them and hope they listen.

Q.: (Member Ozzy Covarubias) That's like eliminating a job position. If we allow this trend to happen, they can eventually move people wherever and eliminate a position a member could have.

A.: (Pres. Raul Reyes) I agree, it's a sneaky thing to do. Mapping used to have over 100 people but now they have 20. We can argue all we want but ultimately, we don't legally have a major defense.

Q.: (Member Roy Magana) Why aren't we going into negotiations now? We know what we want don't we?

A.: (Pres. Raul Reyes) The contract says the company will pay for up to 4 months for 1 member of our local in negotiations. If we start now then that starts the clock, so if we don't reach a decision within those 4 months and it carries over, that expense is adopted by the local. Read the CBA and know what we are voting for. If you have any questions, please reach out. A strike vote may come in August or November of 2024.

A.: (Member Roy Magana) The company is under pressure. The CPUC is on them and so is the aftermath of Aliso; let's apply some pressure ourselves. The tax rate and cost of living now is outrageous and that does not include gas. If you are willing to walk, then walk. I see members afraid to walk yet they're driving the newest car. We need to be ready. You are all the membership; you have the voice! Spread the word! When the company comes into bargaining, remind them why you are an asset. It's not that we walk but the threat of walking that makes the initial impact. We need a united front! I can push the button whenever, but I want to stick around. When's the last time the youngsters have been to the union meeting? We have 2 unions and 6 locals and each local tends to do their own thing. Let's start acting like a united union! We need to back each other up. Use the rules the company uses against us against them. We need a united front! Raul, he gets my respect, to take that position and deal with the guys right now. Please show unity. Get out there and help each other. The company must see us united. We are all one union. We need to be aggressive.

A.: (Member Ozzy Covarubias) We need to meet up with 132 and get on the same page. Our wages are below industry standards. The company can bring up the GRC in the rate case.

A.: (Pres. Raul Reyes) Keep in mind that we can't tell other locals what to do and they can't tell us what to do.

Q.: (S.S. Dan Parral) How does negotiations pay structure work?

A.: (Pres. Raul Reyes) They use metrics and so do we. We make a proposal, and they counter. Usually after a back and forth for 4-6 Months you see the final agreement.

Meeting Adjourned by: Vice Pres. Travis Hickman

Second by: Rec. Sec. Eddie Reedy

At: 6:28 P.M.