

# Local 522 Union Meeting Minutes

**Date:** 12/4/24

**At:** 4:15 P.M.

**Location:** Black Bear Diner

7005 Knott Ave., Buena Park, C.A.

**Meeting called to order by:** Rec. Sec. Eddie Reedy

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

**At:** 4:15 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. **Correction (Rec. Sec. Eddie Reedy):** Grammatical errors on Financial Report.
2. **Addition (Pres. Raul Reyes):** Year End Vacation.

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

**Second by:** Trustee Angel Sanchez

### **Swearing in:**

**Members:**

**Stewards:**

### **Approval of Minutes:**

**Minutes from 11/4/24 (Read by Vice Pres. Travis Hickman):**

**Q:** N/A

**Motion of Approval:** Trustee Angel Sanchez

**Second By:** Treas. Ernie Gonzales

**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 November 1<sup>st</sup>) = \$540,095.66
- ii. Total Deposits and Credits = \$32,699.66
- iii. Total Checks and Withdrawals = (\$31,301.08)
- iv. Ending Balance (as of November 30<sup>th</sup>) = \$541,494.24

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

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

**Result:** Passed

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

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

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

- a. Negotiations Update:** From Novembers general membership meeting we have met on the 7<sup>th</sup> and agreed to an extension. The following week we met again with the company and not much movement occurred with the contract. We took to heart what the members said and took that feedback back to the company. There was a stalemate for a few days. We eventually landed at the current tentative agreement. Since there was nothing lost from the first tentative agreement to the current one, and improvements were made, that is why the union is recommending a yes vote. Ultimately, we can't come to an agreement if we aren't willing to support it. The union wanted to make an agreement. The point of negotiation is to make an agreement to benefit as many members as possible. The agreement was signed over time, which is why you may not see all signatures on it. At the end of the day, we made an agreement, and it needs to get voted on. In 2008, the major thing on there was not switching everyone's pension. In 2011, the only thing that changed was moving everyone's pension for those hired in and after 2012. I understand that a lot of members thought that by turning the previous tentative agreement down that our wages would increase to 8%, 8%, and 8% but simply is not the case. Everything there was hard fought for. Our members voted over 80% which means our members from 522 are engaged. That vote tells the company our vote. In October that's all they wanted to vote on. We stayed neutral and the vote spoke for itself. There's more money spent on this contract than the company budgeted for. Keep in mind that in this state, our industry is under attack. You negotiate at the table, and we do the best we can. From the questionnaires we got over the year the message was clear; leave our pension alone, don't increase the cost of medical, and a good wage increase. I know you've heard the wage increase from our brothers and sisters in San Diego, but that was regarding employees who went from non-represented to represented. Which generally creates a larger wage increase. If you have questions, please contact us. Check the website and read the agreement for yourselves and form your own opinions. Don't take my word, or anyone

else's word for it, make your own choice. The way I look at it, it's security for the next 4 years. If you want to roll the dice by voting it down, then go for it. If the current tentative agreement does not pass, that does not require the company to improve the contract. It may get worse. Representatives of the union that are vocal about their thoughts on the contract may make matters worse. It could be detrimental for everyone. Regardless of their personal opinions about the agreement, you should commonly hear "the union is recommending a yes vote". You should not take their word to influence your vote. If you don't have a ballot by next Saturday, please contact a steward right away. All the ballots need to be collected by the 30<sup>th</sup>.

**i. Q.:** (Member Tim Benson) What survey are you referring to?

**A.:** (Trustee Angel Sanchez) We distributed a survey to the membership earlier this year to get feedback on what topics we wanted to fight for. At some locations the ballots were handed out in person, such as Anaheim.

**A.:** (Pres. Raul Reyes) We got about 200 back.

**A.:** (S.S. Kito Singleton) If you make an error on the ballot, like placing it in the wrong envelope, please contact the eboard immediately so they can get you a new ballot. You have the right to an anonymous vote.

**A.:** (Member Eddie Cortez) The holidays are also coming up, so it may take longer for the postal service to deliver the ballots. Get them in as soon as possible.

**Q.:** (Member) To clarify, based on the agreement, a shop steward cannot express themselves over the tentative agreement?

**A.:** (Pres. Raul Reyes) If a steward feels that strongly about their expression of the agreement, they can resign.

**Q.:** (Member Tru Mai) What are the drawbacks of extending the contract to 4 years? How will that affect the positions we want to request for PACK study? Would you only be able to recommend positions to be PACKs during contract negotiations?

**A.:** (Pres. Raul Reyes) In all honesty, there isn't much a downside to extending the contract to 4 years. It secures the benefits and wages for an extra year. As for positions to be considered for reevaluation, there is something in the contract that allows for that recommendation to occur mid contract. To my knowledge, I can't remember the last time that happened for 522, but it has happened in other locals. The option is there, but it doesn't really happen.

**A.:** (S.S. Kito Singleton) I can only speak from my experience. The reason we ask for that during contracts is because there are changes to the job duties and classifications. It's a timing thing and not a requirement thing. It's also like a better opportunity to move it forward.

**Q.:** (Member Tru Mai) Does this 4-year contract set a precedent?

**A.:** (Pres. Raul Reyes) No, it should not.

**Q.:** (Member Tim Benson) This is a fight for lost wages. Over the last contract inflation has gone up a lot more than normal and we are not getting compensated. The cost of living goes up and the rate of inflation goes up. The contract is better, but you need to look at the state. If we are not above inflation, then isn't it getting worse?

**A.:** (Pres. Raul Reyes) I understand what you're saying, and I know we asked for more. It's been asked and advertised several times what we asked for. Generally, we don't get back pay in contracts. We discussed this back in October of last year. We usually ask for 24% - 40% and the company comes to us with less than 1%. After negotiating we end up somewhere around 9%. It's a large discrepancy I know, but that's how these go.

**Q.:** (Member Chris Pribanik) How many times does the contract need to be turned down before we can strike?

**A.:** (Pres. Raul Reyes) As many as it takes.

**Q.:** (Member online) We authorized a strike, but now it appears that the leadership did not bring it to the table. The company is not afraid. Do we have an unfair labor practice strike? It feels like it's the members against the company and the union. How did this become an economic strike? Didn't we have a 81% vote against the last tentative agreement, and this new one isn't that much different.

**A.:** (Pres. Raul Reyes) The 81% was more of an advertisement than the real number. That was not factual and not communicated through 522. Correct, now it will be more of an economic strike.

**Q.:** (Member Tim Benson) If that number was factual do, we need to bring in a 3<sup>rd</sup> party to do the count?

**A.:** (Pres. Raul Reyes) We didn't advertise the 81% and we can't control how others advertise it. The board charges are not relinquished unless the agreement gets ratified. We have not dropped them yet.

**Q.:** (Member Oscar Reynoso) Joe Moreno said that it would be an economic strike and that the charges would be dropped. Is that true?

**A.:** (Pres. Raul Reyes) I must talk to Joe Moreno because he told me something different.

**Q.:** (Member Oscar Reynoso) If we don't have the strike ability, then why authorize it? The membership is upset about it.

**A.:** (Pres. Raul Reyes) The strike authorization is still on the table. It is still a possibility.

**A.:** (S.S. Kito Singleton) Where is everyone hearing that we are not going to strike? None of the leadership has said they will not strike. Just because it hasn't

happened, yet it doesn't mean I can't happen.

**A.:** (Member Tim Benson) By you guys saying going to another vote that is so similar it sounds like there is no intention of striking. We are missing out on the heating season for an effective strike. Sounds like we threw away our peak time to strike.

**A.:** (S.S. Kito Singleton) That won't do it. It would be most effective when the company falls out of compliance. If we do it during heating season, then that works against us in the public eye.

**A.:** (UWUA Reg. Rep Valory King) When going on a strike you need the community support. What you don't want is the main reason to be money. On average if you are making more than \$50/hr the public will not support you. We must determine the narrative before going on strike. Although we want higher wages, that can't be the narrative. When the nurses went on strike, their narrative was to the community was patient care. They were fighting for higher wages as well, but the narrative was, they were overworked in taking care of patients. Keep in mind, if you go on strike, you will not be getting those wages back. When you authorize a strike, it is a bargaining tool.

**Q.:** (Member Dave Baldwin) There was a strike back in the 90's and it lasted 1 day. That was enough to have the company feel the effects of the strike. That was when management came from the field, and they had more experience. A lot of management now is outside hires. As far as a narrative, the company's good faith is based on the CPI but they're giving us false information. There was also a large rate of inflation that was not our fault. How about the initial wage increase be 9 1/2 % just to catch us up and the rest of the years the usual 3%? It would be the same percentage overall, but we would catch up on the front instead of on the back.

**A.:** (Pres. Raul Reyes) The negotiating committee did ask for that and their answer is the agreement we have in front of us.

**Q.:** (Member Tina Fernandez) The cost to living has gone up tremendously in the last few years. Just getting to work is expensive. For those employees who have commitments to positions but can't afford to live in the area they work in. Maybe, instead of harping on about our money how about working on our commute. What if we negotiate the length of stay? Keep in mind that if we make more money, we must give more money to the government.

**A.:** (Pres. Raul Reyes) Thank you for the feedback.

**Q.:** (S.S. Orvin Wilson) My concern is our representation. I know 132 has a large presence during negotiation, have you brought more people from 522 into negotiations? Is there a second?

**A.:** (Pres. Raul Reyes) The company only paid for me until October. After

October, the union pays for me to be there. We do have an attorney on retainer with the CPUC.

**Q.:** (Member Steve Torres) ETR's and CT's used to be able to afford a house here, but that isn't the case anymore. If this gets voted down, what is the strategy after this? Will we use the strike ticket? Will that mean another extension?

**A.:** (UWUA Reg. Rep Valory King) If it gets voted down, we will go back to the table. Hopefully the company is willing to negotiate, but if they aren't then we end up at an impasse. If there is an impasse, they can enforce the agreement on us, or we go to mediation. Another option is whether the national will or will not authorize a strike. If we got back, it would be stating that the membership wants to adjust the GWI. As for the extension, that is meant to protect the employees.

**A.:** (Pres. Raul Reyes) Even if we get rid of every pay bump and add that across the board it would only result in about a 1% increase for the GWI.

**Q.:** (Member Tim Benson) The company is giving you a budget and you're trying to work within that budget. We voted for a strike so why aren't we striking? We are all prepared to strike.

**A.:** (Pres. Raul Reyes) I understand what you are saying. The local has been communicating this since 2023; have 6 months saved up. We are not at the point that every single member has those funds. We have an agreement and are still voting. The action we have at the table does not translate to a strike. At the strike authorization vote we had great participation. That 81% that was advertised (not by 522) was not the actual number. The feedback we got back was to not move backwards, but to move forward. There is no cost to the membership, we are getting more money, longer security, more inhouse work, etc. We wanted more and I get that, but this is the agreement we came to. Just vote again. A lot of members feel like their interests are not being met; I hear that. One of the things that nudged the company forward was that we would recommend a yes; and we didn't lose anything.

**A.:** (Trustee Angel Sanchez) It's great that you're willing to strike. In the office at Anaheim, I know there are people not willing to do it. If we are not all on board, what good does it do. I've heard many reasons, but we don't know where they're at. It's not only our job to communicate, but also everyone's job.

- b. Year End Vacation:** For whatever reason, some supervisors get emboldened this time of year and schedule your vacation out for you. They are not allowed to do that. Please let us know if that is going on at your base/facility. The union does encourage its members to use all their vacation before it carries over, but the agreement is that the company cannot schedule your vacation for you. We don't want to run into a situation where the

company will entertain the idea of reducing our allotments because we don't use them.  
you.

i. Q.: N/A

#### **Committee Reports:**

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

a. **Orange County (Trustee Kelvin Tanji):** No report.

i. Q.: N/A

b. **Pacific (S.S. Robert Gonzales):** No report.

i. Q.: N/A

c. **Inland Empire (Pres. Raul Reyes):** No report.

i. Q.: N/A

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

i. Q.: N/A

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

i. Q.: N/A

f. **Energy Analysis (S.S. Leigh Estrada):** No report.

i. Q.: N/A

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

a. Q.: N/A

3. **Organizing committee (Treas. Ernie Gonzales):** No report, everything is up to date from the 000 list.

a. Q.: N/A

4. **System Protection Committee (S.S. Orvin Wilson):** I just wanted to remind the members that the company is still shopping for a new contractor to replace Far West. Our work is fenced in so if you see something out there please take pictures, document it, and contact us.

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. Completed 3<sup>rd</sup> quarter audit for 2024.

a. Q.: N/A

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

a. Q.: N/A

#### **Unfinished Business: N/A**

1. Q.: N/A

#### **New Business:**

1. **Standing Motion (Raul Reyes):** We do an annual renewal for our online account. It is time again to make a standing motion to renew the account for the year of 2025.

a. **Motion (S.S. Kito Singleton):** I move to have a standing motion for the renewal of the Zoom account for 2025.

- b. **Second:** Trustee Angel Sanchez
- c. **Discussion:** N/A
- d. **Vote:**
  - i. **In favor:** Unanimous
  - ii. **Opposed:** 0
  - iii. **Abstention:** 0
- e. **Result:** Passed

**Announcements:**

- 1. **Goods and Welfare (S.S. Kito Singleton):** The Goods and Welfare committee is in place to help members in the event of an emergency or loss in the family. If you are in need of some help please let your union representative so they can get in contact with the Goods and Welfare committee. Also, if you don't want anything special for yourself, let those close to you know so when the local reaches out they can respect your wishes.
  - a. **Q.:** N/A.
- 2. **Membership Thanks (Pres. Raul Reyes):** We just wanted to thank the membership for their continued involvement with the local.
  - a. **A.:** (UWUA Pres. Jimmy Slevin) I just want to let everyone know that the committee is doing their best on this contract. The wages are an upsetting issue, but keep in mind that it wasn't the union that determined that, it was the company. It's up to the membership to make the decision.

**Open Forum:** N/A

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

**Meeting adjourned by:** Rec. Sec. Eddie Reedy

**Second by:** Trustee Angel Sanchez

**Meeting adjourned at:** 6:13 P.M.