

# Local 522 Union Meeting Minutes

**Date: 8/16/23**

**Meeting called to order by: Pres. Raul Reyes      At: 4:00 P.M.      Second by: N/A**

**Roll Call: All present apart from VP. Travis Hickman.**

**Flag Salute**

**Additions & Corrections:**

**1. N/A**

**Approval of Agenda by: N/A**

**Second by: N/A**

**Approval of Minutes:**

**Minutes from 5/17/23:**

**Q.: N/A**

**Motion of Approval: Trustee Angel Sanchez      Second By: Member Isaac Boucher**

**Result: Approved**

**Minutes from 6/14/23:**

**Q.: N/A**

**Motion of Approval: Trustee Angel Sanchez      Second By: Member Isaac Boucher**

**Result: Approved**

**Trustee Reports:**

**1. Kelvin Tanji:**

- a. OC Shop Committee (Trustee Tanji allowed Treas. Ernie Gonzales to speak on this topic):** The company's stance on not doing anything for the last year as making Anaheim safe. The lockdown was just a matter of time before something like that happened.

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

**2. Melody Griffin:**

- a. Pacific Shop Committee (Security/Transparency):** When the safety/security incidents occur within the company the union is requesting a blast to be sent out to the employees. Also, we request that the intercom be utilized if something is actively taking place at the base.
  - i. Q: N/A**
- b. PACK Study:** The PACK's that involved the SPS work group is not being conducted under the same guidelines as the past PAQ studies. There is no 3<sup>rd</sup> party arbitrator. Due to these changes some of the groups that are listed in the PACK study will be placed on

hold until the union has more knowledge and know how the company interpret and responds to the new language regarding the PACK procedure.

i. **Q:** N/A

- c. **Nominations:** Local 522 will be mailing out information regarding the nomination for various positions on the e-board. The mailing is tentatively scheduled for September 1<sup>st</sup>.

i. **Q:** N/A

- d. **Proposals:** The company is shutting down every proposal. They are not willing to work with the unions.

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

### 3. **Darrin Adkins:**

- a. **Strike:** The last contract took away many union rights. The union must be willing to strike to get those rights back.

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

- b. **Fenced in Work:** New language in the CBA allows contractor market wage data for PACK study. Sometimes their pay could be up to half of our pay which is why we need to stop contractors from doing fenced in work. Membership needs to report when contractors are doing fenced in work.

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

- c. **Logging into Computer:** There was an issue with employees logging before their start of shift. I was telling the membership to not log in before your shift starts to show unity.

- d. **System Protection Specialist PACK Study:** For the PACK study the company is using wages from other companies to compare wages which is not reasonable because the other companies do not do as much as we do. SPS is being contracted out but according to the CBA it should not be getting contracted out.

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

### 4. **Angel Sanchez:**

- a. **Lockdown Experience at Anaheim:** The company had what they called a guided event regarding the lockdown experience that took place on 7/28/23. This consisted of a get together with a therapist and everyone expressing their feelings on what happened that day. Overall, the expressed emotions were negative towards how things were handled by the company, nobody new what to do. At one point it seemed like they were being put in harms way by getting everyone together in the canteen where the walls are made up of glass due to the fact that it was thought the perpetrator was armed and could have easily gone through the glass. Employees were made to come in the following Monday (7/31/23) with no time off to recover from the incident. Some employees expressed that

they were not ready to come back but the company never asked how they were feeling. Some employees got a call later that night from HR to make sure they made it home from what I understood.

i. Q.: N/A

- b. **Security at Anaheim:** Employees mentioned that this has been an ongoing thing at Anaheim where it was mentioned that security is an issue. In shop committee and with all the incidents in the past with cars being broken into and vandalized, this issue has been brought up on multiple occasions in shop committee for well over a year and it took this for the company to realize that maybe security is needed. Fortunately, nobody got hurt but there were some employees that were shaken up pretty good by the incident and were not ready to come back and yet they were asked to come back to talk about the incident that following Monday.

i. Q.: N/A

#### **Officer Reports:**

##### **1. Treasurer Report (Ernie Gonzales):**

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

- i. Beginning Balance (as of July 1<sup>st</sup>) = \$339,357.12
- ii. Total Deposits and Credits = \$28,111.04
- iii. Total Checks and Withdrawals = (\$9,823.89)
- iv. Ending Balance (as of July 31<sup>st</sup>) = \$357,644.27

1. Q.: N/A

**Motion for Approval: Pres. Raul Reyes**

**Second By: Member Vincent Leming**

**Result: Approved**

##### **2. Vice President Report (Travis Hickman):**

- a. N/A

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

- a. **Moment of Silence for Gertman Thomas & Carlos Flores who both recently passed away. Members of 522 who worked in Redlands.**
- b. **National Conference:** The same board will be going to the upcoming conference in late October 2023.
  - i. Q: N/A
- c. **Shop Steward Training:** The shop steward list will be updated along with available training.

- i. **Q: N/A**
- d. **Facebook:** We can be found on Facebook at UWUA LOCAL 522.
  - i. **Q: N/A**
- e. **JSC:**
  - i. **Ethics Hotline:** If a union member has been disciplined the union wants the information from the ethics hotline.
    - 1. **Q: N/A**
  - ii. **External Hires:** The union would prefer external positions to go to internal employees first. The union proposed to change language of new hires. New hires get their acceptance date at hire date, but internal employee gets date after training is completed as their accepted date.
    - 1. **Q: N/A**
  - iii. **PACK Study:** Start date for the PACK study is scheduled for 8/1/23. The union is able to select up to 10 people for the PACK study and we have come to an agreement about the questions used to conduct the interview.
    - 1. **Interviewed Employees:** The union will not pay for the employee to be interviewed, however the Company refused to agree to pay for the Union interviewer so we will be seeing that expense. The employee must be an active SPS and with at least 6 months of experience.
    - 2. **Q: N/A**
  - iv. **Remote Training:** Remote training issue has been brought up to the company.
    - 1. **Q: N/A**

#### **Communication:**

- 1. **Website:** 522Local.org
- 2. **President Contact:** The president of local 522 can be reached at (626) 862-4256 and RaulReyes78@gmail.com

#### **Committee Reports:**

- 1. **Grievance committee:**
  - a. **N/A**
- 2. **Audit Committee:**
  - a. **Upcoming Audit:** The upcoming audit is coming, and we are preparing.
    - i. **Q: N/A**
- 3. **System Protection Committee:**
  - a. **PACK Study (Shop Steward Orvin Wilson):** We are building a team for the SPS BEST.

i. Q: N/A

**4. Northern Shop:**

- a. **Start Time (Shop Steward Orvin Wilson):** The Company wants to move the start time from 7 am to 6:30 am to be consistent with the rest of the company. 522 shop rep decided not to contest 6:30 start time due to no employee disapproval from membership. However, manager and acting team lead have stated that they will attempt to make concessions for any employee who may need them as long as company guidelines for requesting are followed.

i. Q: N/A

**Unfinished Business:**

1. N/A

**New Business:**

1. **Contracting out SPS (Shop Steward Orvin Wilson):** It has come to our attention that the company is contracting out 100 new rectifiers. We are still gathering information to see if contractors are doing work that the employees can do.

a. Q.: N/A

**Announcements:**

1. **Security Concern (Shop Steward Orvin Wilson):** There have been some concerns about drugs being dropped in the inbox of a payment center.
- a. Q.: N/A
2. **Strike (Trustee Angel Sanchez):** It seems like the company has everything in place to keep going if the unions decided to strike. With all the work they've been contracting out on the distribution and planning side it doesn't seem like the strike would affect the company as drastically. (Note from Raul Reyes: A. Sanchez did not make this statement; guest retiree M. Stovall made this exclamation. I believe it should be struck from the record since it is a matter of opinion with no factual basis, as well as said by a guest, not a member.)

a. Q.: N/A

3. **Covid Cases (Shop Steward Orvin Wilson):** There have been a recent increase in covid cases in the company, but ECS is notifying the employees late.

a. Q.: N/A

**Open Forum:**

1. **SAG-AFTRA (Shop Steward Orvin Wilson):** With recent events of the SAG-AFTRA going on strike I think it's important for us to show support.

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

- 2. Meeting Time (Shop Steward Orvin Wilson):** I would like to put to the members to see if we can start the meetings later than 4 p.m. for future meetings.

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

**Meeting Adjourned by: Trustee Angel Sanchez**

**Second by: Trustee Melody Griffin**

**Meeting Adjourned at: 7:50 P.M.**