

# Local 522 Union Meeting Minutes

**Date:** 7/30/25   **At:** 4:00 P.M.

**Location:** Stonefire Grill

4325 Del Amo Blvd., Lakewood, CA

**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 Dan Parral

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Theron Smith

Trustee Jadrec Anongos

Recording Secretary Eddie Reedy

## **Flag Salute**

**Additions & Corrections:** N/A

**Approval of Agenda by:** Trustee Angel Sanchez

**Second by:** S.S. Kito Singleton

## **Swearing in:**

**Members:**

**Stewards:**

## **Approval of Minutes:**

**Minutes from 6/4/25 (Read by Vice Pres. Travis Hickman):**

**Q.:** N/A

**Motion of Approval:** Trustee Angel Sanchez   **Second By:** Treas. Dan Parral

**Result:** Passed

## **Trustee Reports:**

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

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

2. **Angel Sanchez:** No report.

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

3. **Theron Smith:** No report.

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

4. **Jadrec Anongos:** No report.

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

## **Officer Reports:**

### **1. Treasurer Report (Treas. Dan Parral):**

#### **a. Report:** Full Report given by Dan Parral.

- i. Beginning Balance (as of June 1<sup>st</sup>) = \$657,320.84
- ii. Total Deposits and Credits = \$34,496.20
- iii. Total Checks and Withdrawals = (\$6,352.33)
- iv. Ending Balance (as of June 30<sup>th</sup>) = \$685,464.71

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

**Motion to Approve:** S.S. Kito Singleton **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. Sickness Allowance Usage:** There was an alteration in the new contract allowing everyone to use all their 80 hours of sick time. Some of the questions I've been getting is how "extended sick" time ties into it. You do not get alleviated if you go into extended sick time. The first 3 days are your short term, once you go into the 4<sup>th</sup> day that is considered extended sick. The allowable 80 hours cannot be used for extended sick time. Also, keep in mind that extra sick days do not mean you have extra vacation days. You can still get fired if you call in sick and there is evidence that you were not sick. The full use of our 80 hours of sick time is a victory from the union, but please do not abuse it. You can use your 80 hours of sick time for personal sick days, sick family members, and sick appointments. You can also go into your extended sick if you have exhausted your whole 80 hours. If you get to the point where you have exhausted your 80 hours, you may want to consider going through FMLA. If you have any questions, feel free to contact me.

- i. **Q.:** (S.S. Kito Singleton) Could the 80 hours be used for eye appointments and dental appointments?

**A.:** (Pres. Raul Reyes) Yes. You can use it for any dental appointment, eye appointment, and physical appointment.

**Q.:** (Trustee Jadrec Anongos) California stated that mental health days could be considered sick days as well. Does the company have the same viewpoint?

**A.:** (Pres. Raul Reyes) California does consider mental health days as sick days, but I don't think the company agrees. I would talk to your physician and get it cleared before you take a mental health day.

**A.:** (Vice Pres. Travis Hickman) Also, if you call in sick, do not give your supervisor any details. You are not required to give details of your sickness.

**b. CBA/JSC Update:** We are still not done proofreading the new contract. As of now, we have identified several pages that need correcting, but I don't think they've made corrections yet. For the meantime, please check the 522 website for a list of changes from the former contract to the current contract. We are hoping to get the books out to you as soon as possible. They also didn't give us every page to review, so the process is moving slowly. We last had JSC on the 5<sup>th</sup> of June and it was uneventful. We asked the company if there was any further concern for our membership after the VREP results, they said they were still thinking about it, but layoffs wouldn't happen. A week later they sent us a letter saying they were considering implementing article 7. We asked the company for several dates to meet in July to discuss everything that is going on, but they said they're not available in July. So, we will meet in August.

**i. Q.:** (Mike Velasquez) HR is having meetings with employees that are being let go. We have whole departments that are getting eliminated and expect those guys to go back to a crew just to stay in their work area. How is the union letting this happen?

**A.:** (Pres. Raul Reyes) The union isn't "letting" anything happen. We are still in discussions with the company about all this. It's the company's right to lay off. They decide how they do it. They told us it wasn't going to happen and yet here we are. We don't know exactly where they are so, please just hang tight. There is a misconception that this will be done like it was done in the 90's.

**Q.:** (Mike Velasquez) When does the 10-day clock start? What if no one has their tests yet?

**A.:** (Pres. Raul Reyes) The process will begin August 11<sup>th</sup>, 2025. We have been advising the membership to get their tests on file since February of 2025.

**A.:** (Trustee Angel Sanchez) The meetings tomorrow should be informational. We advise you to gather as much information as you can so we can discuss it later. This affects all our membership. Even if you are not affected directly, you may be affected down the line. There could be a second, third, and even fourth wave of this.

**A.:** (Pres. Raul Reyes) This is a trickle effect. We don't know how many positions the company is holding for bidding. Based on the VREP's they got more than they needed, but the numbers keep changing. I don't know what they're going to open.

**Q.:** (Mike Velasquez) A lot of guys are thinking of taking the package. Will there be another retirement package offered?

**A.:** (Pres. Raul Reyes) The severance is 1 week for every year of service with a cap at 24 weeks. And no, they will not be offering another package.

**Q.:** (S.S. Ozzy Covarrubias) When the company opens up the bidding system, will they release all available bids or will they cherry pick what vacancies they want to fill?

**A.:** (Pres. Raul Reyes) They don't have to release all their vacancies. They can pick what they want to fill.

**Q.:** (S.S. John Valdivieso) What if you held 2 different positions in the last 5 years? What if you held a part time position in the past 5 years, will you still be able to go back to that part time position?

**A.:** (Pres. Raul Reyes) You should be qualified for both positions. The part-time positions are not in the CBA.

**Q.:** (Member Eddie Cortez) What is the process of displacement? If you are a displaced PA and don't have PPA experience, can you displace a PPA at your same work location?

**A.:** (Pres. Raul Reyes) We still have not met with the company yet, so I'm not sure what the process of displacement is, but yes; you may displace a PPA at the same work location without PPA experience.

**Q.:** (S.S. Ozzy Covarrubias) A lot of members are seeking clarification. Of the 4 options laid out in section 7.1, does the company get to decide which option you get or will the members be able to decide?

**A.:** (Pres. Raul Reyes) All 4 options will be available to the members, depending on what they qualify for. If the company is pressuring you to decide this week and you have options, please reach out to us. Keep in mind that if you choose to go back to the position you held in the last 5 years, that does not mean it will be at the last base you were at. You would be displacing the least senior person in that position company wide.

**Q.:** (Mike Velasquez) What if they're being told they're not being red-circled, is that right?

**A.:** (Pres. Raul Reyes) No, please contact us immediately.

**Q.:** (Member online) If employees can't meet minimum qualifications are they done? What if they fail training?

**A.:** (Pres. Raul Reyes) Yes, they will be let go.

**c. Gas Workers Conference:** Topic tabled for the next meeting.

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

**d. Union Communication:**

**i. Union Bulletin:** There was a recent bulletin sent out by the company. I know there are a lot of rumors going around as usual. We've said time and time again, if it's not coming from the leadership, it may or may not be bogus. If there is

distributing wrong or unvetted information, please let us know. What happens when people disclose information that isn't vetted causes panic and stress to the membership.

1. **A.:** (S.S. Kito Singleton) Most locations have multiple boards. Make sure you are posting something on the general information board and not the union board. The union board is vetted from the union. Management should not be posting on the union board.

**A.:** (Pres. Raul Reyes) Also, the union boards are shared with the other locals. If you plan on taking something down just make sure you check with the locals before it's taken down.

- e. **Direct Communication with Labor Relations:** You do have the legal right to talk to labor directly, but I highly recommend contacting the union before contacting labor relations. Keep in mind that Labor Relations has the company's interests above the employees. I also recommend that if you contact labor, CC a steward or board member. By communicating with labor without the union involved you could be putting them in jeopardy with the law. Resolutions must involve the union.

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

#### **Committee Reports:**

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

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

- i. **June Shop:** Closed Letter of Interest topic without alteration to the language.

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

- ii. **July Shop:** 6-month schedules were reviewed and finalized.

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

###### **b. Pacific (S.S. Robert Gonzales):** No report. Presented schedules with no changes.

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

###### **c. Inland Empire (Pres. Raul Reyes):**

- i. **June Shop:** Addressed multiple safety incidents and a potential violation of uphill work for the Work Order Control group. Still investigating it. not us as 522 but the whole union. Key factor is reconciliation and who should be doing the work. We need to watch it, if you let another position do your work it diminishes your value. They may be getting under paid for doing your work. Too often workers are comfortable with giving work away. But you should be getting more work.

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

- ii. **July Shop:** Received schedules and were successful in altering 1 schedule at 1 location in Customer Service Field; the remaining suggestions from the Union for schedules were not accepted.

1. Q.: N/A

- d. **Northern (S.S. Orvin Wilson):** No report.

i. Q.: N/A

- e. **Mapping (Pres. Raul Reyes):** Management has indicated that schedules will continue through March 2026. No shop meeting in July 2025.

i. Q.: N/A

- f. **Energy Analysis (S.S. Leigh Estrada):** There's an item incomplete for Energy Analysis, however we were successful in increasing the pre-approved meal amounts when working away.

- i. **Code 1 Procedure:** The group wanted to reverse a "rule" that was implemented for code 1 procedures. Shop committee could not agree so we went to a vote, the group voted but are pending the vote of 2 individuals. Results of the vote came to a standstill. I'm not sure what the next move will be.

1. A.: (Treas. Dan Parral) Since the vote has come to a standstill we will remain with the status quo.

Q.: (S.S. Leigh Estrada) I believe there is a hand full of people that in 132 that should be in 522.

A.: (Pres. Raul Reyes) Give me a list of their names and we can follow up with that.

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

a. Q.: N/A

- 3. **Organizing committee (S.S. Jagpreet Singh):** No update, 000 list up to date.

a. Q.: N/A

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

a. Q.: N/A

- 5. **Audit Committee (Treas. Dan Parral):** No report.

a. Q.: N/A

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

a. Q.: N/A

**Unfinished Business:** None.

**New Business:** None.

**Announcements:**

1. **Tariff on New Appliances (Pres. Raul Reyes):** Thanks to the membership who made their voices heard, it got shut down. Multiple members went on the link and voiced their opinions which gave us a victory. It's going to be tabled for 12 months.

a. Q.: N/A

2. **Closing down Payment Offices (S.S. Kito Singleton):** The company keeps trying to shut down the payment centers. Let's support our union brothers and sisters in their fight to keep the payment offices open.

a. Q.: N/A

3. **PUC Hearing (S.S. Ozzy Covarrubias):** There will be a hearing on August 7<sup>th</sup> for the PUC to hear from customers regarding the future of gas in the SoCal region. I strongly recommend we get some traction on it and have our voices heard. If we can somehow sway them, this could help secure our future. Please share the link and flyer.

a. Q.: N/A

4. **Winner for the Logo Design (Pres. Raul Reyes):** Our winning logo came from Ruben Vargas out of the Compton base. We will be getting shirts and banners with the new logo soon.

a. Q.: N/A

#### **Open Forum:**

1. **Town Hall Meeting (S.S. Leigh Estrada):** Did anyone attend the Town Hall hosted by Erin Smith?

\*No one at the meeting was in the meeting. \*

2. **VREP (Mike Velasquez):** Is there any chance the VREP package will be made available again?

a. A.: (Pres. Raul Reyes) We did ask the company, but they said no.

A.: (S.S. Kito Singleton) Per the federal government, they're only allowed to offer it a limited number of times.

**Meeting adjourned by:** S.S. Kito Singleton

**Second by:** Treas. Dan Parral

**Meeting adjourned at:** 6:07 P.M.