

Local 522 Union Meeting Minutes

Date: May 17, 2023

Meeting called to order by: Pres. Raul Reyes At: 4:00 P.M. Second by: VP Travis Hickman

Roll Call: All Officers and Trustee's present.

Flag Salute

Additions & Corrections: None

Approval of Agenda Motioned by: Pres. Raul Reyes Second by: VP Travis Hickman

Approval of Minutes: Not Approved

Trustee Reports:

1. Kelvin Tanji:

a. Anaheim Breaks: There have been many challenges with Anaheim HQ supervision attempting to restrict breaks. More on this subject to proceed.

i. Q.: NA

2. Melody Griffin:

a. Changing Positions: Melody reminded the members that if you change positions through e-bid, your approved scheduled vacation doesn't automatically transfer with you. Advised that when you go for the interview, request that the supervisor honor your existing approved vacation. The supervisor has the right to say yes or no, but the employee will know before accepting the position.

i. Q.: NA

b. Breaks: We need to encourage the members to take breaks, walk, and participate in morning stretches. With more participation it will show the company how important it is to the employees.

i. Q.: NA

3. Darren Adkins:

a. Work Profiles: It was discovered that work profiles have been changed/revised. The changes added duties above their pay grade. Although more duties were added pay grades were not elevated. Everyone should have their work profiles just in case they get revised. Trustee Melody also reminded the members to print out a copy of your work profile. When the company makes changes to your duties you will have documentation of what was expected of you verses what is expected of you now.

i. Q.: NA

4. Angel Sanchez:

- a. **Shop Meeting at Anaheim:** Shop meeting was held in Anaheim to discuss management proposing to shorten breaks at Anaheim HQ. Previous breaks were 15 minutes with an additional 5 minutes for travel: Anaheim HQ proposed to shorten the break time from 15 minutes to 10 minutes with a 5-minute travel time. Their reasoning was that Redlands is a larger base and needs more time for employees to take a break. The union did not want to lose any time. Which lead to management ending negotiations there and proceeding with their proposed plan to reduce break times; No agreement was made. Since no agreement was made, all unions in attendance (522, 132 and 478) agreed not to sign the agreement in solidarity. An additional meeting was held at Anaheim HQ the morning of 5/17/23 with the employees, except the sketching group who were not aware of the meeting, to enforce the new changes headed by Dustin Tomlinson. In short, the new changes will only allow a 10-minute break with no additional time. Management was reminded various times throughout the meeting that no agreement was made and none of the unions signed off on the new changes. Several members in attendance did voice their disagreement with the new changes and challenged management to explain why these changes were needed. Members continued to voice their disappointment with current Anaheim HQ management and how the members are being treated. Concerns were also raised about how members were being expected to log onto work computers and get “set up” before the start of shift. Dustin Tomlinson did firmly address the members and said we should not be logging onto the computers before the shift starts. Members asked Dustin to clarify when the employees were expected to log on due to being told differently from other management. Again, Dustin and Trish (Alvarado) firmly stated the employees are NOT required to log onto their computers prior to the start of their shift.

i. Q.: NA

Officer Reports:

1. Treasurer Report (Ernie Gonzalez):

- a. **Report:** Full Report given by Ernie Gonzalez.
- i. Beginning Balance (as of April 1st) = \$315,730.99
 - ii. Total Deposits and Credits = \$27,665.92
 - iii. Total Checks and Withdrawals = (\$15,501.23)
 - iv. Ending Balance (as of April 30th) = \$327,895.68

1. **Q.:** Member asked for clarification on line #17 (National Per Capita) which was over \$11,000.

A.: Ernie explained that we now pay about 55% of our dues to National, monthly. It does fluctuate depending on the number of members on a month-by-month basis. About \$120,000-\$130,000 are paid to national annually.

Approval: VP Travis Hickman

Seconded by: Trustee Angel Sanchez

2. Vice President Report (Travis Hickman):

a. **Anaheim HQ:** Continuing to fight the changes being done at Anaheim HQ regarding breaks. It was mentioned that the Unions involved do not agree with shortening break times and did not sign the shop agreement. If there needs to be change, there should be justification on both sides. Changing break times is required by law to be discussed and agreed to with the union.

i. **Q.:** NA

3. President Report (Raul Reyes):

a. **Working from Home:** The company has the right to set the schedule, but we can always ask for something better. There is new management that might give us wiggle room to ask for more, but we will have to see what happens. We have created a work from home agreement based on seniority, but the company still has the right to set the number of shifts. Shift will be determined by local management at each location.

i. **Q.:** NA

b. **Calling in Policy:** Management continues to add restrictions and steps when calling off. Some managers want multiple phone calls to be made until a supervisor can be reached to inform them of your time off. Per the contract we only need to call 1 person and should not keep calling until we reach someone on the phone. Some members have it on file that they must call more than one supervisor because it is in their file from a previous incident but that should not include everyone.

i. **Q.:** NA

c. **Shifts at Redlands:** Different shifts have been proposed at Redlands, but it has been determined that there will only be one shift, and everyone must start at 6:30 am. We view this as a loss to our members.

i. **Q.:** NA

d. **Tardy's in Inclement Weather:** Members have expressed their concern with coming into the office when weather conditions are bad. Many members have been told not to

take out company vehicles because of bad weather conditions but are still expected to drive in. Members have tried talking to management about this issue, but management will not budge. Management still expects all members to arrive on time in any weather condition. It has been expressed to the members from management that they are expected to plan for bad weather, accidents, and any unforeseen issues.

i. Q.: Member asked if the union has talked to the company about driving in rainy wet conditions.

A.: (Raul) Yes. The union has continued to speak to the company about this issue. We have expressed the different weather patterns this past year, but they still will not consider changing anything. (Angel) We brought up this concern to management during a morning meeting and he (Dustin Tomlinson) did not want to talk about it. He responded with, "we have always come into work in this weather. We can continue to come in". We encourage more members to continue to bring this topic up at their work locations to, so the company knows this is a concern for all employees.

A.: Member (Ozzy) Get it in writing. We need to send e-mails with our concerns. If they get rejected through e-mail, we at least have a paper trail.

e. Pac Study: No further developments have happened. Our national has helped us prepare for this. Initial meeting was scheduled for 5/18/23 but got rescheduled due to a funeral. The next meeting is scheduled May 30th.

i. Q.: NA

f. Bylaws: The e-board has been working hard to finish the by-laws, but progress has been slower than expected. We hope to have the by-laws completed by the end of this month (May 2023). Once completed we will need to send it to our National. Once they are validated by our National, we will be sending them out to the members for approval. Members will be receiving a ballot later this year which will include elections and hopefully the approval of the bylaws.

i. Q.: Member asked if the union has been in talks with other unions about striking?

A.: (Raul) Yes. If we were to strike, we would not do it until next year. A lot of preparation needs to happen before going on strike. The members need to know how the strike may affect them. The strike fund is more for picket line material and the occasional food for picketers. The members should financially prepare on their own in case a strike is called. Also, Local 522 does not currently have a designated strike fund, only a general fund.

A.: Member (Ozzy) For those who say striking will only propel unemployment we can look at Berkeley. Although they did not win, the state deemed it was

against Federal Energy Laws and overturned it. Hopefully that can set a precedent.

Communication:

1. **Website:** We do have a presence on Facebook along with Union website. Currently, only about 25% of members are getting e-mail updates. The goal is to get more members receiving communication e-mails and keeping members informed with union business.
2. **Feed Back:** E-board and shop stewards need to be informed of any potential violation's members are experiencing. Members are encouraged to contact the e-board and/or their shop steward if they have questions about any topic they are unsure about. It's best to ask and be directed towards the right course of action then to allow potential violations.

Committee Reports:

1. **Grievance committee:**
 - a. **Hearings:** On April 27th we had 3 grievances go to 2nd step hearings. One of them went well for the union and was settled. We will be determining if the other two will go to arbitration. Information is still being gathered for outstanding grievances.
 - i. **Q.:** NA
2. **Audit Committee:**
 - a. **Fiscal Year:** Fiscal year ended in December. Taxes being processed now.
 - i. **Q.:** NA

Unfinished Business:

1. **522 Day:** Shirts were received and will be distributed to the members for 522 day. "Union Day" will be held on Monday (22th) and all members are encouraged to wear their union shirts and gear to show solidarity.

New Business:

1. **Lab Discrepancy:** Shop steward Estrada asked if the e-board was able to investigate why their pay was different. She mentioned the profiles of 2 positions say the same thing but aren't getting compensated to the higher position. She added that she is PCB testing by state certification standards, so she is considered an Analyst now.

A.: (Hickman) We did ask about the discrepancy, but we would need more information. Members

were asked to gather as much information as possible, such as; Current daily duties, how things have changed, New duties that are listed, etc. E-board are still building a case.

2. **NGV and Contractors:** Shop steward Estrada mentioned that retirees are coming in as “contractors” and doing their work and asked the union to investigate this.

3. **New Positions:** President Raul Reyes informed the members that he did hear that new positions will be opening for System Protection group in Northern Region. The new positions will be in the Santa Barbara and Simi Valley area. These positions are to be added to E-bid due to not existing previously at those locations. The Union plans to investigate effects, if any, and will inquire if these positions are incremental to the department within the Region.

4. **Union Monetary Account:** President Raul Reyes addressed the members about the current status of union accounts. The accounts are good now, but he has heard a couple members asking him and the e-board why the money isn’t being allocated more. Allocations such as (but not limited to): More arbitrations, member picnics, shirts etc. Raul responded by reminding the members that the company makes our current monetary account far faster than we do. Al though the accounts are well we need to keep a strong allocation of funds in case things go in a different direction. The union will be holding some member events but will not be engaged in unnecessary spending. Regarding arbitrations, Raul stated that the union is picking their battles as they come.
Q.: Trustee Adkins asked about hiring an attorney for arbitrations. He suggested we only hire attorneys when necessary and conduct most arbitrations on our own.
A.: E-board did agree with this course of action and will take it into consideration.

Announcements: NA

Election of Officers: NA

Open Forum:

1. **Chatsworth Work Schedules:** Shop steward Jagpreet Singh mentioned rumors about management in Chatsworth HQ taking away the hybrid schedules. It is possible that they may want to get rid of hybrid schedules but as of now the e-board has not heard of any confirmation of this. The company can make and implement whatever schedules they deem fit each 6 month schedule selection per the contract.

Meeting Adjourned by: Trustee Angel Sanchez At: 5:25 P.M. Second by: VP Travis Hickman