

Local 522 Union Meeting Minutes

Date: 6/11/24 **At:** 4:00 P.M.

Location: Black Bear Diner

7004 Knott Ave., Buena Park, C.A.

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

Second by: Pres. Raul Reyes

At: 4:09 P.M.

Roll Call:

Pres. Raul Reyes

Vice Pres. Travis Hickman

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Dan Parral

Trustee Theron Smith

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections:

1. N/A

Approval of Agenda by: Trustee Angel Sanchez

Second by: Vice Pres. Travis Hickman

Swearing in:

Members

Stewards

Approval of Minutes:

Minutes from 5/8/24: Read by Vice Pres. Travis Hickman.

A.: (Rec. Sec. Eddie Reedy) I will correct the title as “Minutes” instead of “Agenda”.

Motion of Approval: Trustee Angel Sanchez

Second By: Trustee Theron Smith

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:**

- a. **LA Fed:** I submitted some brochures and other literature to be available on the 522 website. If the membership is interested in joining some of those fights, please go on the site and check them out. Some of the other unions in the LA FED have their own strikes and causes they're going through; with our support they may be able to support us if we need it. Cal States nurses and teachers are looking for support with their causes. If you have time to help them picket, please do so. The next LA FED meeting will be June 17th.

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

- b. **Negotiations Suggestion Survey:** We have been getting a larger response from the Surveys when handing them out in person. Please be on the lookout for them through the mail and send them back as soon as possible.

- i. **Q.:** (S.S. Melody Griffin) How did you determine who got them in person and who got it through the mail? And why did some employees get two?

A.: (Pres. Raul Reyes) It was decided to hand out the surveys at the larger facilities through trustees at those locations. It was more cost effective to try to hand out as many as we could in person. As for why some members got two, that could have just been a mistake.

Q.: (Member Hugo Torres) I did not receive the survey through the mail. I have received the communications through e-mail but I don't seem to get it through the mail.

A.: (Trustee Angel Sanchez) We will double check your information and look into why you are not getting it.

Officer Reports:

1. Treasurer Report (Treas. Ernie Gonzalez):

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

- i. Beginning Balance (as of May 1st) = \$450,608.63
- ii. Total Deposits and Credits = \$30,934.56
- iii. Total Checks and Withdrawals = (\$11,191.65)
- iv. Ending Balance (as of May 31st) = \$470,351.54

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

Motion to Approve: Rec. Sec. Eddie Reedy **Second by:** Trustee Kelvin Tanji

Result: Passed

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

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

3. President Report (Pres. Raul Reyes):

- a. **Dues Increase:** We hope everyone got the letter mailed to the membership about the vote for a dues increase. The meeting and the vote already took place and I was pleased at the discussion from the meeting, whether it was in favor of the vote or opposed. We did have

a large percentage of our membership not show up to the meeting. It concerns me because if we have to do a strike authorization vote it will be done in the same way. I hope we get a larger turn out for that vote. I do hope most of the membership trusts the stewards and officers. Out of the six major locations we operate in we did have five of them represented at the vote. The vote was conducted, and it did pass; the dues will be increased. That tells us that the membership wants to pay themselves. We have a good account at the moment, but everything is going up, including costs. I'm also proud of our membership for speaking their mind. At the end of the day, it's your local. Some of the things said against the increase included no paid meals at meetings, no guests at meetings, maybe %100 virtual, etc. Those are cost effective and if that's what the membership wants to do then come to a meeting, make your case, and make a motion. It did concern me that the members don't fully know our bylaws. We did receive a petition to postpone the vote but the section in the bylaws that was cited had nothing to do with the dues increase and there wasn't at least %50 of the total membership that signed it.

- i. **Q.:** (Member Oscar Reynoso) You mentioned a while ago that the membership didn't show up. The group of 522 members that signed the petition to halt the vote was disregarded and we were ignored.

A.: (Pres. Raul Reyes) The petition was received but it was based on an assessment, not a dues increase. It cited a portion of the bylaws there was not correct.

Q.: (S.S. Melody Griffin) What was the percentage that showed up?

A.: (Pres. Raul Reyes) Less than %10 of the membership.

Q.: (S.S. Melody Griffin) More people signed to delay the vote. The bylaws say it should be done by mail. You took the time to mail out the information, you could have placed a ballot in there. Why didn't you?

A.: (Pres. Raul Reyes) Again, the petition cited an assessment, not a dues increase. If the company stops paying out dues from the employee's paychecks, it's a way of choking out the union. The union then does an assessment to recoup the loss. It was decided to hold the vote in person because there was no way of verifying every vote was being made by actual 522 members in good standing and we concluded it would be most cost effective.

A.: (Member Hugo Torres) We need to work on clarifying the bylaws. Everyone's going to have a different opinion. We need to emphasize that members to come to the meetings. A lot of members don't like coming to the meetings because they feel their say isn't going to count. We need to change that, so the members are more involved.

Q.: (S.S. Melody Griffin) I don't believe the cost of a return envelope would be

more than the meals paid for at the meeting. The members that signed the petition asked to delay not to stop. They didn't want a small number of members to make the decision on their behalf.

A.: (Pres. Raul Reyes) When I responded to the petition it was instructed to tell the ones who signed the petition to show up and voice their opinions.

A.: (S.S. Melody Griffin) The same effort to pass the bylaws should have been made to vote on the dues increase.

- b. Negotiations:** The dues increase will help us because it will give the local more capital against the company. If we don't come to an agreement past September 30th, the company will no longer be required to pay the principal negotiator so the union will be paying. That means we will need more per capita to continue to fight. It was discussed to make more arbitrations, but those arbitrations will get calendared once we know what cases we will be moving forward with. If we are going to have a strike authorization vote, we will be doing the same thing with the other locals, and a much larger turn out would be ideal. If you can make it, it will be very important. We need everyone united, and we all need to vote. Ultimately, the membership votes on the contract.

- i. **Q.:** (S.S. Melody Griffin) So the cost for you [Pres. Raul Reyes] is \$11,000 a month?

A.: (Pres. Raul Reyes) Yes, for the first four months.

Q.: (S.S. Melody Griffin) So after the 4 months, the union pays? And do you think it will?

A.: (Pres. Raul Reyes) Yes, the union pays after that. And I don't anticipate anything, I'm just saying it might.

Q.: (Member Roger Magana) I agree with both. Personally, if I could give you another \$50 for union dues I would. Different people have different needs and wants. I want to walk, just because of 1994. Just because the company said we wouldn't. Tell the guys it's not the walk it's the threat of walking. But we must want to do it. It may need some sacrifice but what's more important? Look, the company knows what they're up against. I see them taking away the dues and not giving to the membership. I see there being a fiasco. How far are we willing to go as a membership. We need to unite. Look at our petty differences. We have a big enemy in front of us. And they're ready to go. I can't emphasize to the membership enough; we are only 500 members. The company is 4,400. That means we each have to convince at least 3 members of the other local. I can't stress it enough. They told me time and time again; you can talk big and press the button whenever, but I haven't pressed the button because I want to be there. We must do it united.

Q.: (Member Darrin Adkins) What are you fighting for?

A.: (Member Roger Magana) Since Covid, we have had an increase in life and living. 30% it has gone up. It's not unreasonable to ask for 20%. The price of gas is high now. Burrito back in the day was \$.97, now it's \$1.35. That's a 35% increase since 2019. And the company is saying everyday "you're the best". So let them pay us for it. They're either going to take the job away from everyone or nobody. They won't be able to take the job from everyone, because it's their livelihood.

A.: (Member Hugo Torres) We don't save money. Every time the local sends a letter or anything it should emphasize and tell the membership why it is being sent. Like a small paragraph. We need to start saving and always have something on the side.

A.: (Pres. Raul Reyes) We are preparing for negotiations. Use your benefits now because they may not be there later. Utilize what benefits you do have right now. If you don't have \$25,000 in the bank now you are not ready to strike... you maybe willing to strike but you are not ready.

A.: (Member Roger Magana) You should not be relying on the union if we go on strike. You need to rely on number one. If you're living paycheck to paycheck, I feel sorry for you. I was there in 94' when the company said they were going to make ETR part time. But then Enron happened and that saved us. We need to stick together. The company loves putting us against each other. The company has people in management that don't know anything. They're scared. We have a lot of rights and must work together, and not separate. And right now, we must show it.

A.: (Member Darrin Adkins) There are also other things besides money to the contract such as benefits and medical insurance. There's more than just money. Look at the new policies, they say contractors. You won't do the work; I won't do the work, but the contractor will. That's who they'll favor.

A.: (Member Roger Magana) Contractors don't know what they're doing. The company will try to demoralize the membership.

Q.: (Member Darrin Adkins) When have you seen a contractor be held accountable.? They don't get rid of contractors.

A.: (Vice Pres. Travis Hickman) The company removed AM Ortega.

Q.: (Member Roger Magana) What happened with the Azusa incident? The gas was blowing, and the supervisor told the employee to jump in the pit and fix it. It flashed and a few guys got hurt.

A.: (Pres. Raul Reyes) I believe it is still under investigation and nothing official

yet. As for negotiations, share this info with your friends and family. Make sure they do know what's going on so more people are informed.

Committee Reports:

1. Shop Committee:

- a. Orange County (Trustee Kelvin Tanji):** No report.
 - i. Q.:** N/A
- b. Pacific (Pres. Raul Reyes):** Currently reviewing the guidelines to bring them up to date and reviewing OT in planning.
 - ii. Q.:** (Member Roger Magana) How does OT get determined and why is only DIMP getting it? I've asked about it for a long time. I'm a lead and I should get OT as well, not just DIMP. DIMP does the planning, but a contractor does the posting. That's something we gave away. Just like when we gave away the meter readers. I was there in 94', it wasn't just one day. We were ready to walk all week. I want to see changes. I don't want to hear the same thing from 40 years ago.
A.: (Pres. Raul Reyes) I think it's a local issue, but we can talk about it offline.
- c. Inland Empire (Pres. Raul Reyes):** Next meeting will be 6/12/24 with Vice Pres. Travis Hickman stepping in.
 - i. Upgrade Time for CSF:** Discussion continued regarding securing more upgrade time for relief in CSF.
 - 1. Q.:** N/A
 - ii. Updating of OTEL:** We are also still reviewing information Company claims updating of OTEL systematically unable to comply with current agreements. My Time is unable to update the OT eligibility list every week. If the system can't do it, they must do it manually.
 - 1. Q.:** N/A
 - iii. Desert Gas Ops:** Committee is investigating Desert Gas Ops deviation from the agreement. This is in Yucca Valley; they do not have an On Call list and should be on ARCOS, but they are not either. The topic will continue to be discussed.
 - 1. Q.:** N/A
 - iv. CSF Schedule Assignment:** The union is still working on a proposal regarding CSF schedule assignments. The company has introduced a schedule mid-stream with the ETR classification. Shop is making sure the company cannot introduce a new schedule mid-stream.
 - 1. Q.:** (S.S. Melody Griffin) Is this issue for 132?
A.: (Pres. Raul Reyes) Correct.

- v. **Redlands Safety Committee:** The committee continues to monitor Redlands Safety Committee. So far, it's been going well. Management tried to make it all management, but we have got more represented employees there.
 - 1. **Q.:** (Member Darrin Adkins) What happened to the manager from Azusa? Did he get written up?
 - A.:** (Pres. Raul Reyes) They are still investigating.
- vi. **CSF Overtime Guidelines:** Company opened topic regarding CSF overtime guidelines. The Company will introduce Vista next month in hopes of replacing Pacer. new toy introducing next month. For whatever reason, they think they can get rid of any agreement with overtime with vista coming in.
 - 1. **Q.:** N/A
- vii. **CSF 7th Day:** The company opened a topic regarding CSF 7th consecutive day assignment of Overtime. The agreement is that if overtime is offered and only one employee volunteers, they get it, regardless if it incurs a 7th day. The company is trying to get rid of that, which I don't mind. Once they get rid of it, they'll see how much more money it will cost them.
 - 1. **Q.:** N/A
- d. **Northern (S.S. Jagpreet Singh):** No report.
 - i. **Q.:** N/A
- e. **Mapping (Pres. Raul Reyes):** No report. General meeting in that area next month.
 - i. **Q.:** N/A
- f. **Energy Analysis (S.S. Leigh Estrada):** There have been issues with giving out OT in the department. Instead of seeking an equal system, they go based on seniority. In this case the highest seniority will get all the OT. We are trying to rectify that, but we are still gathering more information before filing a grievance.
 - i. **Q.:** N/A
- 2. **Communication Committee (Trustee Angel Sanchez):** Email list and phone numbers are up to date. Contacts at the various headquarters have been established for communicating union business.
 - a. **Q.:** N/A
- 3. **Organizing committee (Treas. Ernie Gonzales):** Submitted one new Local 522 member's paperwork and 000 list is up to date. No report.
 - a. **Q.:** N/A
- 4. **System Protection Committee (S.S. Orvin Wilson):** No report.
 - 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.

a. Q.: N/A

7. Goods and Welfare Committee (Vice Pres. Travis Hickman): New committee created to allocate funds to the membership. The members of the committee are S.S. Jadrec Anongos, S.S. Kevin Clark, and Trustee Theron Smith.

a. Q.: N/A

Unfinished Business: N/A

1. Q.: N/A

New Business:

1. San Diego Training (Pres. Raul Reyes): There was a training offered by the federal government for free. It will not cost the local to attend but there is a travel cost. We had 3 of our officers' volunteer to attend this training. Since the training is one day and in San Diego, the cost to the Local is very minimal. Other trainings require flights, hotels, etc. Two board members ended up attending.

a. Motion: I move to approve a \$300 stipend for the use of travel to and from the 1-day training in San Diego per member attending. The stipend will be in addition to the loss time clearance for the day. The total will be no more than \$1,800 for three members to attend.

b. Second: Trustee Angel Sanchez

c. Discussion:

i. Q.: (S.S. Melody Griffin) I thought the local was trying to be conservative with money. Why are we doing this at this time? Has the training already happened?

A.: (Pres. Raul Reyes) We are trying to be conservative which is why six members did not attend and only 2 ended up going. The training has already happened and the members that went have not been paid since it requires the membership's approval.

d. Vote:

i. In favor (10):

ii. Opposed (2):

iii. Abstention (0):

e. Result: Passed

Announcements:

1. Q.: N/A

Open Forum:

1. Q.: N/A

Meeting Adjourned by: Rec. Sec. Eddie Reedy

Second by: Trustee Angel Sanchez

At: 5:50 P.M.