

Local 522 Union Meeting Minutes

Date: 10/9/24

At: 4:00 P.M.

Location: Shakey's

835 W. Colton Ave., Redlands

Meeting called to order by: Rec. Sec. Eddie Reedy **Second by:** Vice Pres. Travis Hickman

At: 4:38 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. None

Approval of Agenda by: Trustee Angel Sanchez **Second by:** Trustee Theron Smith

Swearing in:

Members:

Stewards:

Approval of Minutes:

Minutes from 8/21/24 (Read by Vice Pres. Travis Hickman):

Q.: N/A

Motion of Approval: Vice Pres. Travis Hickman **Second By:** Trustee Angel Sanchez

Result: Passed

Minutes from 9/11/24 (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:**

a. **Orlando Conference:** Last week we attended the UWUA conference in Orlando, Florida. There are many workshops at these conferences. It is important that we attend as many workshops as possible because they share a lot of information. Along with different experiences union members are facing across the country. I did get word from our union brothers and sisters in New York, Boston, and Minesota that they are looking at electrification. The next conference will be closer to the west coast. Hopefully we can get a better turn out. We only had 3 of us trying to gather as much information as possible through 5 workshops. I did attend a great workshop on mental health. I did reach out to management in charge of the safety congress to see if they could book her for their next safety congress.

i. **A.:** (Vice Pres. Travis Hickman) To add to that, there are some things coming down the pipeline from other companies. AI has been instituted in other companies on the Eastern seaboard and the northeast. They've incorporated internal cameras to monitor drivers, but I was told that they have caused a lot of issues. For example: if you sneeze while driving the camera will detect as "distracted driving" or if you look at the dashboard the system might detect "drowsy driving". If you see something coming like this through management, fight back. They are trying to say that this is all for safety, but it seems like it's being used to monitor employees. Theres also a lot of GPS tracking. Also, Hawaii has started using synthetically manufactured natural gas.

Officer Reports:

1. **Treasurer Report (Treas. Ernie Gonzalez):**

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

i. Beginning Balance (as of September 1 st)	= \$511,369.17
ii. Total Deposits and Credits	= \$32,469.92
iii. Total Checks and Withdrawals	= (\$34,056.66)
iv. Ending Balance (as of September 30 th)	= \$509,782.43

1. Q.: N/A

Motion to Approve: Trustee Angel Sanchez **Second by:** Vince Leming

Result: Passed

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

a. **Inland empire council:** It is a smaller group, but they seem close knit. I did let them know where we stand in negotiations. We did hear that Riverside is trying to ban the

carrying of metal water jugs and wooden signs, essentially picketing. A lot of people were able to show up and turn that vote around. If anyone is in Riverside, pay attention and please attend the city ordinances. They're trying to make it easier to arrest you for picketing, protesting, etc.

i. Q.: N/A

3. President Report (Pres. Raul Reyes):

a. **Candidate Erlan Gonzalez:** N/A.

i. Q.: N/A

b. **Negotiations/Agreement:** We did have a breakdown of all the changes to the contract at an online meeting. We have an agreement on the table. If you don't have the ballot within a week, please contact us no later than 10/18/24. If the contract passes, then negotiations are over and that is the new contract. If it does not pass, we go back to the table. We will be counting the ballots with Local 483 and Local 132. According to our bylaws, the majority decision of all the locals prevails. If local 522 has a strong vote that contradicts the other locals or the majority, then we can go back to the table to negotiate on our own. That would be an extreme but, feel free to vote however you feel. We do have enough in our bank account to have a principal negotiator for over a year if need be. If you have any questions, feel free to ask the board or any steward, but I all stewards and officers must remain neutral. If your steward can't tell you which way to vote, it's not because they don't want it is because they must remain neutral. There were some concerns about line of progression; but that won't affect 522 as much. It will mainly affect the IST's from 522. I know some members are unhappy with the contract, but we fought hard for what's being presented. Vote your conscious.

i. Q.: (Member) What is the difference between priority bidding and line of progression?

A.: (Pres. Raul Reyes) It has to do with layoffs. Priority bidding is given to positions getting laid off. Line of progression still exists in the new contract, but it has to do with layoffs. If they let employees go from 1 position, those employees bump the next position in line. Then those employees would bump into the next position in line of progression.

Q.: (Member) If there is a "No" vote will another survey be conducted of the membership.

A.: (Pres. Raul Reyes) We already took a survey earlier this year and we are gathering all the feedback we are getting from these discussions.

Q.: (Member) Was there any talk about upgrading the PA position?

A.: (Pres. Raul Reyes) Yes, it was brought to the table. The union proposed to upgrade every position early in negotiations. The company did not respond. It

was brought up again in August, after the wage proposals were discussed. The company responded on August 29th by declining the offer. Instead, it was negotiated to increase the number of positions being upgraded from 6 to 10 positions.

Q.: (Member) Is there a chance that can change like for High Pressure planning?

A.: (Pres. Raul Reyes) If local management is talking to labor about it, there may be a window for it. I'm not sure if their budget may have changed their answer. To clarify, this budget is for the contract, that doesn't mean we can't continue to discuss it after.

Q.: (S.S. Vince Leming) Does the company need to act neutral as well?

A.: (Pres. Raul Reyes) I would think so. At the end of the day, it's already been a cost to the company to have it go on this long. They don't want to go back because it will cost more money. It wouldn't be unheard of if they want to get this contract passed as soon as possible to save money.

Q.: (Member Eddie Cortez) Will there be more spots available in the next Zoom meeting?

A.: (Pres. Raul Reyes) Yes. We will discuss it as a board and come to conclusion that will allow more members to be in the Zoom meetings.

Q.: (Member Eddie Cortez) Can you provide examples of what to look out for if we think the company is committing an unfair labor practice? Like resigning from the union seemed to be in bad faith. And should members keep track of it?

A.: (Pres. Raul Reyes) Unfair labor practices. If management is asking how you plan on voting; that could be seen as an unfair labor practice. Or even asking employees if they're willing to strike. Any attempt at phishing for information should be seen as suspicious. And yes, keep track of all of it. Keep a daily log if you have too. Send yourself and e-mail.

Q.: (Member) If someone resigns from the union do they become independent contractors?

A.: (Pres. Raul Reyes) That employee would become a BECK employee. Our local pays \$0 to politics. We do have a coke fund that would be an extra voluntary fund you can contribute for politics. If you are a BECK employee, you can't nominate anyone, can't vote on this contract, vote on elections, and you can't sign as witness for meetings. There is not much of a benefit to being a BECK employee with our local, and you would still be required to pay dues. You would not be an independent contractor, but you would be a member not in good standing.

Q.: (Member) Would those employees be laid off first?

A.: (Pres. Raul Reyes) Layoffs are different. Layoffs are based on the contract, by seniority. Our bylaws say they can be extricated to be removed from the union and should not be employee. If they're our members, point them to the bylaws and our website.

Q.: (S.S. Issac Bouchir) If we do go on strike, what happens to members that cannot strike?

A.: (Pres. Raul Reyes) I don't recommend a proxy. They would have to verify that. The Chemical Workers still don't have a strike authorization but are talking to their leadership. They cannot cross the picket line though. It would be on a case-by-case basis. If anyone crosses the picket line, they will go on trial and there would be fines. Right now, if someone crosses the picket line it would be \$300/day.

Q.: (Member) I've heard that if members leave the union, they don't have to pay fines?

A.: (Pres. Raul Reyes) They must still pay fines. I'm not sure where they're getting their information from but that is incorrect.

Q.: (S.S. Gilberto Martinez) If we settle for what they're giving us now, wouldn't that give a future president less incentive to fight?

A.: (Pres. Raul Reyes) Fare point. We came to the table and had all the union members there, we still must go to the nationals and explain what's on the table.

Q.: (Member) If the vote is "No", then what are we voting "No" for?

A.: (Pres. Raul Reyes) Good question. Based on the feedback, it seems like "line of progression", "Safety Specialist", and a few extra stuff didn't go over well with the membership. We may be able to use that as a bargaining tool. The wages may go up, or they may not.

Q.: (Member Eric Lopez) If we go on strike what dictates when the strike ends?

A.: (Pres. Raul Reyes) It all depends on how it goes at the negotiations table. If we come to an agreement and the membership accepts it, we can go back to work immediately. It could be a couple of days, weeks, or even months.

A.: (Vice Pres. Travis Hickman) When the UAW when on strike, the Longshoremens were fighting automation. They were able to shut down the entire eastern seaboard, so they had a larger grip on things to get results.

Q.: (Member) What is the difference between a strike and a work action?

A.: (Pres. Raul Reyes) In 2011, we did picket on our breaks and lunches. That is still possible. Work action would be picketing outside of working hours and when we are NOT under contract. We did have a moderator and organized not wearing uniforms and all that. You could wear 522 or union gear though.

Q.: (Member) How long can a strike last on the company's side? Do they have contractors?

A.: (Pres. Raul Reyes) We've been getting ready and so have they.

Q.: (Member) If there is a strike, what does it take for the PUC to step in?

A.: (Pres. Raul Reyes) I'm not sure, but I would expect them to step in quickly. When that action happens, they send mediators to see what's on the table. They're going to look at the contract and decide. They don't come in to take a side and I don't imagine it would take too long.

Q.: (Member Eddie Cortez) Can we circulate more examples on what ULP's may pop up?

A.: (Pres. Raul Reyes) Sure, we can look into that.

Q.: (S.S. Vincent Leming) Would PA's be able to bid for IST?

A.: (Pres. Raul Reyes) Yes, but IST's won't be able to bid for PA.

****Ballots needs to be back by November 31st 2024 *****

Committee Reports:

1. Shop Committee:

a. Orange County (Rec. Sec. Eddie Reedy):

- i. Water Quality:** There has been a concern with the quality of the water at various bases in OC. There have been reports of carbon residue and "green water" at the bottoms of water jugs when being emptied. Shop will be reaching out to the Safety Committee's at each base to ask them to monitor the quality of the water. In addition to the quality of the water, we would also like to know if the water system has a single filter or two.

1. Q.: N/A

- ii. Weekend Details for CSF:** There was a misunderstanding in the shop agreement. Management was under the impression that weekend details can not ask for vacation after their 6-week schedule had been posted with out looking for someone to cover the shift. Weekend details can in fact take vacation (if a slot is open) after the 6-week schedule is posted. They would only need to find someone to cover their shift if the request is 3 or less days from the requested day off.

1. Q.: N/A

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

- i. Q.:** N/A

c. Inland Empire (Vice Pres. Travis Hickman):

- i. Water situation:** There has been a similar concern with the water quality in inland. It has been reported that some employees in riverside got Pneumonia

through the drinking water. We are addressing it with facilities at the moment. As a result, Riverside base got their whole water system replaced.

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

ii. **CSF vacation:** CSF are being required to utilize an extra day of vacation if they had a Saturday detail.

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

d. **Northern (S.S. Jagpreet Singh):** Shop was held on September 24th, 2024. There are no open topics in Northern Shop.

i. **Gas Ops PCO:** The union brought up a concern that on-call employees are being excluded from Gas Ops PCO sign ups. It was clarified that employees cannot be excluded from PCO sign ups based on on-call assignments.

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

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

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

f. **Energy Analysis (S.S. Leigh Estrada):** Met briefly with S.S. Kito Singleton and S.S. Leigh Estrada.

i. **On Call:** We added to the agreement for an on call. A technician can not do on call 3 weeks in a row to avoid fatigue and help spread the hours equally.

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

ii. **Meal Allowance:** We asked for an increase in the meal allowance when required to stay overnight for work. I will get an idea from the group then present the supervision with an offer.

1. **A.:** (Pres. Raul Reyes) They have a pre-approved credit card they may use in the field when they are working out of town. The agreement is what they can use that card for: breakfast, lunch, and dinner.

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

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

3. **Organizing committee (Treas. Ernie Gonzales):** No report. All up to date.

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):**

a. **Upcoming meeting:** We are meeting with the company tomorrow to talk about grievances. If you are bidding for a job and meet the requirements, and still being denied, please let us know. We've had a recent disagreement with the company on SPS's being denied going into planning. Again, if you see anything or hear anything, document it and let us know so we can keep an eye on it.

i. Q.: N/A

6. **Audit Committee (Treas. Ernie Gonzales):** No report.

a. Q.: N/A

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

a. Q.: N/A

Unfinished Business: None.

New Business: None.

Announcements: None.

Election of Officers:

1. **Secretary Treasurer:**

a. **Kelvin Tanji:** Accepted

b. **Jagpreet Singh:** Declined

c. **Melody Griffin:** Not accepted.

2. **Trustee:**

a. **Dan Parral:** Accepted

Open Forum: None.

Meeting Adjourned by: Trustee Angel Sanchez **Second by:** Vice Pres. Travis Hickman

At: 6:42 P.M.