

Local 522 Union Meeting Minutes

Date: 8/20/25 **At:** 3:30 P.M.

Location: Shakey's Pizza

836 W. Colton Ave., Redlands

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

Second by: Trustee Angel Sanchez

At: 3:40 P.M.

Roll Call:

Pres. Raul Reyes

Vice Pres. Travis Hickman

Treasurer Dan Parral (Via Zoom)

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Theron Smith

Trustee Jadrec Anongos

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections:

1. **Addition (Pres. Raul Reyes):** American Income Life

Approval of Agenda by: Trustee Angel Sanchez

Second by: Trustee Jadrec Anongos

Swearing in:

Members:

Stewards:

Approval of Minutes:

Minutes from 7/30/25 (Read by Vice Pres. Travis Hickman):

Q.: N/A

Motion of Approval: Trustee Angel Sanchez **Second By:** Trustee Jadrec Anongos

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 July 1st) = \$685,464.71
- ii. Total Deposits and Credits = \$33,060.52
- iii. Total Checks and Withdrawals = (\$46,196.89)
- iv. Ending Balance (as of July 31st) = \$672,328.34

- 1. Q.: N/A

Motion to Approve: Trustee Angel Sanchez **Second by:** Vice Pres. Travis Hickman

Result: Passed

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

- a. Q.: N/A

3. President Report (Pres. Raul Reyes):

- a. **Gas Workers Conference Expense:** This is my favorite one and the local wants to send up to 10 stewards to it. It's in Las Vegas, Nevada this year, which will make it very convenient for us and probably the least expensive it will be for a long time. This conference is a conglomeration of different unions that take turns hosting it. It's an excellent training where we meet with different unions across the country to see what hurdles they're dealing with. In 2016, other utilities started using ARCOS. The various unions we talked to gave us a heads up with what wasn't working and what was so that when it came to us, we were prepared for it. It's a great way to network with other unions and resolves problems they or us may be having.

- i. **Motion (Pres. Raul Reyes):** I move to approve a maximum of \$40,000 to send 10 members to the Gas Workers Conference. Each member that goes to the conference will be granted a maximum of \$4,000 that will include lost time, registration, travel, lodging, and per diem.

- ii. **Second:** Vice Pres. Travis Hickman

- iii. **Discussion:**

- a. **Q.:** (S.S. Vince Leming) If a steward decides to go for the whole week, do they need to use vacation?

A.: (Pres. Raul Reyes) Yes. If you plan on staying beyond the conference, then you would need to use your own time and it won't be covered by the local.

- iv. **Vote:**

- 1. **In Favor:** Unanimous

- 2. **Opposed:** 0

3. Abstentions: 0

v. Result: Passed

- b. Etiquette/Manners in Bylaws compliances:** All our 522 members who took the oath at the beginning of the meeting should understand the sensitivity of our members. Layoffs are happening and it's not a fun time. Part of the oath is that we should not bring reproach upon. What I'm hearing is some members are asking what others are taking in regard to the options they were given from 7.1. That's a personal decision. I hope none of our members bother or try swaying other members about their decision. If you're reaching out of concern, that is fine. But what I've seen is some gossiping. Individuals are teasing and playing music to members who are leaving or saying that they won't be here. If you see our members or management doing that, please let me know.

i. Q.: N/A

- c. Election Committee:** The election committee starts next week, and you will be getting your letters the following week. Two trustee positions and the president are up for re-election. Nominations will take place at our September and October meetings. It is also acceptable to nominate online. We are aiming to have the votes counted by the end of November with the results announced in December. The election committee consists of; S.S. Kito Singleton, S.S. Jagpreet Singh, S.S. Ernie Gonzales, member Joel Schuette.

i. Q.: N/A

Committee Reports:

1. Shop Committee:

- a. Orange County (Trustee Kelvin Tanji):** No report.
- i. Q.: N/A**
- b. Pacific (S.S. Robert Gonzales):** No report.
- i. Q.: N/A**
- c. Inland Empire (Pres. Raul Reyes):** Union proposed an agreement for involuntary Holiday assignments to ETR group; Company is considering it and will follow up.
- i. Q.: N/A**
- d. Northern (S.S. Jagpreet Singh):** Schedules for October 2025 – April 2026 have been finalized and approved.
- i. Q.: N/A**
- e. Mapping (Pres. Raul Reyes):** No meeting in August 2025. No report.
- i. Q.: N/A**
- f. Energy Analysis (S.S. Leigh Estrada):** No meeting with the company; Union working on a remedy for on-call agreement. Scheduled to meet in September. Anniversary date is September for these issues.
- i. Q.: N/A**

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

a. Q.: N/A

3. Organizing committee (S.S. Ernie Gonzales): With all the new positions opening up in 522, we need to sign up to the new members and welcome them to the local. Please let us know if you are aware of any new employees that may not be members of 522 yet.

(Pres. Raul Reyes) We are our own certification. If new employees join our certifications, they need to sign up with our local. The position of the Union is that employment with the company is conditional to being part of a union. If the company continues to do layoffs and they find employees who are not paying dues and are not part of a union; those will be the first to go. Plus, the only way to vote on a contract and nominate officers is to be part of the local.

a. Q.: N/A

4. Grievance committee (Vice Pres. Travis Hickman): Running through some protests. We are aware of complaints with the overtime requirements for CP10's with the planning group. Keep in mind, we are not a production department. If you are being approached by management and being pressured to get your work done fast, please let me know.

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. American Income Life (Pres. Raul Reyes): American Income Life PR Marketing Specialist, Alicia Kirk, spoke to the local about the services that American Income Life offer the members. American Income Life has partnered with Local 522 to provide each member with a no-cost \$3,000 accidental death policy. Local 522 members will have the policy even if they take no further action with American Income Life. Each member will get a letter in the mail that will ask to designate a beneficiary. If that card gets filled out and returned to American Income Life, that will open two additional services; free will kit to help with estate planning and AIL+ which is designed to help with medical expenses. Alicia explained that if members want to be put on the no call list, contact her and she will take care of it. American Income Life has been working with unions for 70 years and they offer services that other insurances don't. All insurance companies can take up to 3 months to pay you out, but American Income Life can give you your monies in 3-5 business days; as long as a death certificate is provided and proof that you are a member of the local.

a. **Q.:** (Member Brian Ruesch) Can you have multiple policies?

A.: (Alicia Kirk) Yes. If you have American Income Life through another union, you can stack the policies. So, you would get \$6,000 instead of \$3,000 for accidental death. We also have a strike waiver.

2. **New Swag (Pres. Raul Reyes):** We have new swag for the members and will try getting them out to everyone as soon as possible. If your shirt size has changed, please let us know. We are asking everyone to wear the new shirt on Wednesday September 3rd.

a. **Q.:** (Member Cesar Ramirez) Do they shrink?

A.: (Pres. Raul Reyes) Probably. Members will be getting a shirt, a water bottle, and other swag. It is a Labor Day shirt but also our 50th anniversary. Also, each large headquarters will get a banner but get permission from management before posting it somewhere. September 3rd is our anniversary.

Q.: (S.S. Kito Singleton) Can we post the banner on the union board?

A.: (Pres. Raul Reyes) Yes, as long as it doesn't impede on the other locals.

Open Forum:

1. **Layoff Concerns (Pres. Raul Reyes):** We have met with the company a bit more. There are positions that weren't identified today that may be impacted later. For those of you that are in that world, I wish you the best and I'm here to support. So far most of our members have said they have secured a bid. Those of us that are in harms way, could be impacted later. Understand this is par for the course. If you become the impacted employee, you have the same options. We'll work through it as it comes along. Be courteous.

a. **Rundown:** The idea that someone that is bidding and hasn't secured any bid by now is restricted from the other options is untrue. Some labor personnel were advising that they couldn't exercise option 1, but with so many bidders and employees having multiple bids at the same time, some employees are bound to get the bid for jobs they are not #1 for. If you don't get a bid, labor should go back to talk to you about your options. If you're running into trouble, let me know. There has also been a misconception about training. If you held the position in the last 5 years, you'll have to get re-qualified. The understanding is you have the right to get that training again. At that point, it would be more of a refresher. The company said they will give employees as much training as possible. If an FPA feels they need training for PA, let them know they have that option.

b. **Q.:** (S.S. Andrew Mucino) I have gotten reports from members that didn't pass the tests that they're not getting a response from Gary ... if they can re-test or not. I'm not sure if there will be a blocked-out time to help employees keep testing until they pass. Most of these tests are prompted by Gary... in a room in Monterey Park but it shouldn't take a long time to get a response from him. Especially considering that some employees could lose their jobs. What can we do about re-testing?

A.: (Pres. Raul Reyes) The company said they were going to work with us when it came to re-testing. If you know of members who have not passed the tests, please let me know. Give me a list of names. I don't have the specifics on what they will be flexible with but let me know so I can get that going.

A.: (S.S. Orvin Wilson) Gary Koo tends to drag his feet to bring out the tests results. Sometimes he may give you the run around. It might be best to CC his supervisor to get a quicker response.

Q.: (Guest Anthony Vara [132 Member]) If an LPA or FPA displaces a PA, do they bump them right away or do they need to pass the training first?

A.: (Pres. Raul Reyes) That's a good question. The company will need to figure that out. While employees are in training, the displaced employees should remain at their current position and continue to work as usual. Once training and qualifications are complete, they will displace that employee. That employee will then get the options.

A.: (Vice Pres. Travis Hickman) If you get displaced, there is a second part to option 2 that applies to you.

Q.: (S.S. Ozzy Covarrubias) How is it fair that the company decides what positions they put for bid? Then the second wave of displaced employees has smaller options when bidding?

A.: (Pres. Raul Reyes) I understand what you're saying but we can't control what positions the company posts for bidding.

Q.: (Member Joel Schuette) Is there any truth to the rumor about future layoffs?

A.: (Pres. Raul Reyes) As of now, no. We did ask the company to put that in writing, but they refused.

Q.: (Member Matt Valencia) If the company decides to restructure in a year or so, do the displaced employees have any protection? If an employee is being moved because of "shortage of work" but the person they're displacing also has a shortage of work, are they then in the line of fire again?

A.: (Pres. Raul Reyes) It would go in the same order. If they're getting more work from their former spot and the company wants to open spots, let us know so we can argue that. Pay attention to what happens after all this.

- 2. Lab Employee Movement (S.S. Leigh Estrada):** One member from lab assistant was moved to another group. When I was talking to management, they said the union approved it. Is that true? They start next week. The employee is Jessie Hernandez, who is under Jonathan Dominguez.

- a. A.:** (Pres. Raul Reyes) That's interesting. I was not aware of this move. Ask them who they talked to in labor, and I can start shaking some trees. I never approved of it and it would have gone through me.

3. **Sick Time (S.S. Kito Singleton):** An employee who has exhausted their 80 hours of sick time was told they had to use 3 days of vacation before going into extended sick. My interpretation of the contract is that if you have used all 80 hours of sick time, then you were able to go into extended sick without the need to use vacation. You could also go into extended sick time beyond 3 days of short-term sick at a time.

a. **A.:** (Pres. Raul Reyes) You are correct. If you used all your short-term sick, you could immediately go into your extended sick time. If you need support, let me know.

4. **Contract Posted Online (S.S. Kito Singleton):** The company posted the contract online. From the last meeting, you [Pres. Raul Reyes] said you have not been given enough time to proofread it. I just wanted to get confirmation from the local 522 leadership if the contract that was posted was the final approved contract?

a. **A.:** (Pres. Raul Reyes) No. The union did not fully proofread the contract before it was posted. We raised the issue with the company yesterday and they agreed to take it down to allow us to proofread it.

A.: (S.S. Orvin Wilson) Along with it being taken down, I urge the members to not use that contract until it is fully proofread by the union. There may be inaccurate information in it that could change. I asked for a redaction of the contract.

Meeting adjourned by: Rec. Sec. Eddie Reedy **Second by:** Trustee Angel Sanchez

Meeting adjourned at: 4:54 P.M.