

Local 522 Union Meeting Agenda

Date: 11/15/23

At: 4:00 P.M.

Location: Lazy Dog

8800 Apollo Way, Downey

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

Meeting called to order at: 4:04 P.M.

Roll Call: All present except:

Pres. Raul Reyes (Absent/Excused)

Flag Salute

Additions & Corrections:

1. Vice Pres. Travis added to announcements.

Approval of Agenda by: Treas. Ernie Gonzales

Second by: Trustee Angel Sanchez

Approval of Minutes:

Minutes from 10/11/23 (Read by Treas. Ernie Gonzales):

A.: (Member Steve Gomez) I just wanted to add that the email retention has changed.

A.: (Treas. Ernie Gonzales) Correct, company standard policy was retaining e-mails for 60 days and we were able to change that to 3 years but that has changed. You can now retain the e-mail for up to 10 years when you change the settings.

A.: (Vice Pres. Travis Hickman) If you save it to your personal computer, it will not delete from your e-mails once the retention is lapsed.

Q.: (Member Darrin Adkins) I'd like the minutes to show Cesar's [Ramirez] full response to me receiving the documents from Raul Reyes. He did say that the membership could not bare witness since no one knew what was inside the envelope.

Motion of Approval: (Vice Pres. Travis Hickman) I move to approve the minutes of 10/11/23 once the full response of Cesar Ramirez is corrected.

Second By: Trustee Angel Sanchez

Result: Passed

Trustee Reports:

1. **Kelvin Tanji:**

a. **No Topic**

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

2. **Melody Griffin:**

- a. **No Topic**
 - i. **Q.:** N/A

3. **Darren Adkins:**

- a. **No Topic**
 - i. **Q.:** N/A

4. **Angel Sanchez:**

- a. **24 hr. Security at Anaheim:** Since the incident that happened at Anaheim with the high-speed chase and the robbers, we have had 24 hr. security. We do not know how long we will be having the security, and the company has not updated us with any resolution.

- i. **Q.:** (Member Jadrec Anongos) Is it 24-hour security or only during working hours?

A.: Yes, it is 24 hours we just don't know how long it will last.

A.: (Member Ozzy Covarrubias) We have the same concerns at Compton.

We've also asked to get 24-hour security like Anaheim, but their response was that Anaheim was only temporary.

Q.: (Treas. Ernie Gonzales) Has this issue been brought up in shop?

A.: (Trustee Angel Sanchez) We have brought it up in shop but haven't been given any specifics.

Q.: (Member Steve Gomez) When does construction end for Building G? It may coincide with that?

A.: (Trustee Angel Sanchez) I believe March or April of 2024, but we don't have an exact date.

- b. **Niagara Falls Conference:** We learned a lot of good information that I wanted to share with the membership.

- i. **Telematics:** We just got the telematics sensors installed in our company vehicles, but other companies across the U.S. and Canada have installed cameras in the vehicles. The employees are being told that the use of the cameras can only be used for certain things and are not supposed to be monitoring the employees. That may be a conversation we want to have for negotiations.

1. Q.: N/A

- ii. **Safety on the Job:** It's getting more and more dangerous for our line of work across the states and Canada. PG&E has started getting security to go out with crews for their safety. There was also an incident where a homeless man stabbed an employee in the neck. The guy was in critical condition. They're getting to the point where they will be wearing Velcro vests.

1. Q.: N/A

iii. **Drones to Detect Leaks:** We have started using drones for leak detection but it's being ran by management. I've been approached by some employees who want to get their FAA license. We want to get represented employees to run the drones instead of management.

1. Q.: N/A

iv. **Aerial Methane Mapping:** Another method being used for detecting leaks is Aerial Methane Mapping.

1. Q.: N/A

c. **Strike Preparedness:** The idea of striking has been brought up for next year's Negotiations. We do want to fight for a decent raise among other topics. We though about preparing a list to hand out to the members to get through this time. Please bring any suggestions to Pres. Raul Reyes you want to speak on for negotiations.

i. **A.:** (Vice Pres. Travis Hickman) It's never to early to start preparing. Keep in mind if you take a loan out of your 401k if we do end up striking you will not be getting a paycheck. Reach out to a financial professional before you make bid decisions like that and take precautions.

A.: (Treas. Ernie Gonzales) The company may block the taking out of your 401k during negotiations so also be aware of that.

Q.: (Member Ozzy Covarrubias) With the off chance that we do go on strike do we get back pay? If we strike for 3 weeks, do we get those 3 weeks back in pay? Historically, what have we done during strikes?

A.: (Trustee Angel Sanchez) It is a possibility but per Raul Reyes, the company would most likely not pay us back for that time.

A.: (Treas. Ernie Gonzales) The last strike only lasted for a day. Other than that, we haven't really had any strike experience except for maybe our older members.

A.: (Trustee Angel Sanchez) If we do end up striking, we must do it as a whole. We cannot have anyone crossing the picket line. We must be united.

A.: (Member Ozzy Covarrubias) The company will try to attack the larger work force. That would be 132 since they have customer service and distribution which make up most of our companies work force. We don't want the company throwing another premium their way to make them happy and not meet our needs as well.

A.: (Trustee Angel Sanchez) I've spoke to 132 and we will fallow them if they call for a strike.

A.: (Vice Pres. Travis Hickman) Talk to any ETR's and Distribution you know

so we are all on the same board fighting for the same things.

Q.: (Member Jadrec Anongos) Where does transmission sit on striking?

A.: (Shop Steward Leigh Estrada) Transmission is on board with striking.

Q.: (Member Ozzy Covarrubias) What will we be fighting for? Are we seeking a 5% increase or industry standard? I've spoken to Edison and DWP workers and they've started doing 9 hr. shifts with every other Friday off. Can we do something like that? I don't have the details on how it works exactly but it still adds up to 80 hrs. every 2 weeks. It would take away some OT, but it would also be great for our mental health to have every other Friday off.

A.: (Trustee Angel Sanchez) I don't have the full details of what we will be fighting for, but we are going to ask for raises. I know 5% is the normal rate of inflation now but our industry is on the higher end of inflation so I believe we will be asking for more. As for the other shifts I'm not sure, but those are great points. I'd like us to gather all the things we want to negotiate and take it to Raul Reyes since he will be negotiating on our behalf. He does want to hear from everyone.

Q.: (Member Andrew Gott) Can we get a poll going or survey to see what the members want and have it build with suggestions and everyone vote on what we want to negotiate? The sooner the better since negotiations are coming up.

A.: (Treas. Ernie Gonzales) Yes, these are all great ideas. Let's get these on paper and get something going.

A.: (Vice Pres. Travis Hickman) Once you bring these ideas to your shop stewards don't be afraid to continue the conversation with other members. we must keep having these conversations.

Officer Reports:

1. Treasurer Report (Ernie Gonzalez):

a. Report: Full Report given by Ernie Gonzalez.

- i.** Beginning Balance (as of October 1st) = \$ 384,580.00
- ii.** Total Deposits and Credits = \$ 29,240.96
- iii.** Total Checks and Withdrawals = (\$ 27,840.74)
- iv.** Ending Balance (as of October 31st) = \$ 385,969.40

1. Q.: N/A

Motion to approve: Rec. Sec. Eddie Reedy **Second:** Vice Pres. Travis Hickman

Result: Passed

2. Vice President Report (Travis Hickman):

a. No Topic

i. Q.: N/A

3. President Report (Travis Hickman):

a. Long Term Care Agreement: There will be a new topic for Open Enrollment, Long Term Care Agreement. This will be an optional buy in which will get introduced in December. There will be a separate open enrollment for this specific item. Long Term Care Agreement will allow you to pay into a fund which can be used for retirement housing care. You are not required to buy into it. This will be a short open enrollment for it, but it will be part of open enrollment moving forward.

i. Q.: (Member Andrew Gott) Is it fully employee funded, or will the company contribute?

A.: We don't have all the information yet, but we think it will be like extended care.

Q.: (Member Ryan Thomas) Will that apply for parents of employees as well?

A.: We believe it will be for employees only. Potentially for spouses as well, unfortunately that is all the information we have.

b. Position on Bid Restrictions: I'm sure most of you got the member but if you haven't there have been some changes to your start date. As of October 16th, your new start date will be when you accept the bid and not when you finish training. The problem we have run into is members waiting for training to be available and loosing on bidding due to their start date being pushed out. If you are being restricted from bidding and your start date was pushed back due to training during this time let us know.

i. Q.: (Trustee Melody Griffin) Does that affect work from home? I remember there was language in there saying it was to managers discretion if you could work from home or not before your 1 year, but I can't find it. Has that changed?

A.: This would strictly be for Bidding and does not include the work from home schedule. I'm not sure about the language on the work from home schedule but we should look into it.

c. Open Enrollment: With negotiations going on next year make sure your information is up to date. We don't know what will happen next year so just make sure you and your family are covered. If you buy vacation, you can use that as time off to picket if we need to for next year.

i. Q.: (Member Ozzy Covarrubias) Is there a reason we can only buy 1 week of vacation?

A.: That was part of the previous contract, but we can negotiate that if that's a topic we are interested in.

d. Welfare of the Local:

- i. Motion:** (Rec. Sec. Eddie Reedy) I move to table this topic to the next meeting due to no information on subject.
- ii. Second:** Vice Pres. Travis Hickman
- iii. Discussion:** None
- iv. Vote:**
 - 1. In Favor:** Unanimous.
 - 2. Opposed:** None
 - 3. Abstentions:** None
- v. Result:** Passed

Communication:

- 1. No topic.**
 - a. Q.:** N/A

Committee Reports:

1. Shop Committee:

- a. Pacific (Trustee Melody Griffin):** We have had many safety concerns at Compton. The base has been broken into several times with vehicles being vandalized and merchandise being stolen. We had security for a while, but it didn't last. Also, it wasn't 24-hour security. Even the facilities manager has been pushing to get 24-hour security but still nothing. We are not getting the blasts pages as well. We've also been trying to figure out a safer way to enter and exit Compton base. There is construction going on at one end, so it makes it difficult to see so we are basically using 1 entrance. The badge reader is on the left side of the entrance, which means we need to get out of your vehicle in order to swipe your ID. That can be very dangerous, especially at night. There was an incident that happened at Monterey Park base where a woman got raped outside of the base. We haven't gotten any update on that as well.

i. Q.: N/A

- b. Inland:** No Report

i. Q.: N/A

- c. OC:** No Report

i. Q.: N/A

- d. Northern:** No Report

i. Q.: N/A

2. Communication Committee:

- a. No Topic**

i. Q.: N/A

3. Organizing committee:

a. No Topic

i. Q.: N/A

4. System Protection Committee:

a. No Topic

i. Q.: N/A

5. Grievance committee (Vice Pres. Travis Hickman): I went to the tower to address multiple issues. It's an ongoing process and will be meeting up again to continue to work on grievances. If you have any issues, please get in contact with us. We don't know if there is a problem unless you contact us or a steward.

a. A.: (Trustee Melody Griffin) Hopefully we don't file grievances soon. Our bonus' are coming in but we need to be working between January 1st – January 31st. We don't get the bonus if we are not working between those dates. Also, if you are a female on maternity leave and don't get your bonus, please contact us; we will file a grievance for you.

A.: (Trustee Angel Sanchez) If you had to take a day off because you were not able to come into work during hurricane Hillary let us know. We will be fighting to get your day back as well. (Vice Pres. Travis Hickman) Yes, since you were unable to safely report to work, we want to file a group grievance. So, get in contact with us or a steward so we can get your day back as well.

6. Audit Committee (Treas. Ernie Gonzales): We plan on meeting the first or second week of December to do the audit. I will be coordinating scheduled with the committee members.

a. Q.: N/A

Unfinished Business:

1. No Topic

a. Q.: N/A

New Business:

1. No Topic

a. Q.: N/A

Announcements:

1. Accidental Death and Dismemberment Benefit (Vice Pres. Travis Hickman): The e-board met with American Income Life Insurance. They are willing to offer a no cost accidental death and dismemberment benefit of \$2,500 to our members. They also offer life insurance policies but that

would be at an extra cost which you can discuss with them. This AD&D benefit will be on top of what we already get from the company. If that is something you are interested in reach out to your stewards who will reach out to us.

a. Q.: N/A

Election of Officers:

1. **Update on Officers (Rec. Sec. Eddie Reedy):** Orvin Wilson has withdrawn his nomination for trustee.

a. Q.: N/A

Open Forum:

1. **No Topic**

a. Q.: N/A

Meeting Adjourned by: Treas. Ernie Gonzales

Second by: Trustee Angel Sanchez

Meeting Adjourned at: 5:16 P.M.