

# Local 522 Union Meeting Minutes

**Date:** 1/31/24

**At:** 3:30 P.M.

**Location:** Yard House

9301 Tampa Ave. Suite 216, Northridge, C.A.

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

**Second by:** Treas. Ernie Gonzales

**At:** 3:33 P.M.

## **Roll Call:**

Pres. Raul Reyes

V.P. Travis Hickman (online)

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Melody Griffin

Trustee Kelvin Tanji

Recording Secretary Eddie Reedy

## **Flag Salute**

### **Additions & Corrections:**

1. **Addition:** Swearing in of membership

**Approval of Agenda by:** Trustee Angel Sanchez

**Second by:** Pres. Raul Reyes

**Approval of Minutes:** None

## **Trustee Reports:**

1. **Kelvin Tanji:** No report.

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

2. **Melody Griffin:**

- a. **Space Issues at Santa Monica Base:** Kevin Clark from the System Protection department, Santa Monica base, voiced his concerns regarding inadequate space for the System Protection work group. Santa Monica base is currently being remodeled. I spoke with the System Protection supervisor and facilities manager for the area. They both expressed from the design that was submitted there should be adequate space when the remodel is complete.

- i. **Q.:** (Member) How long will the remodel take?

- A.:** (Trustee Melody Griffin) No, time frame was given, but it may be best to ask to speak with the project manager for a more definite answer.

3. **Angel Sanchez:**

- a. **LA Fed:** I went to the LA FED meeting 2 weeks ago. At the meeting they honored Armando Olivas, who organized a lot of food and water assistance for natural disasters. He is retiring. He was also a SoCal Gas employee.
  - i. **Prime 9:** 9 hospital workers were fired for speaking up about working conditions. There will be a rally on 2/10/24 @ 9 a.m. in front of St. Francis Hospital in Lynwood. We'd like to have members show up and show support.
  - ii. **Cal States Negotiations:** The Cal States are going through negotiations now. They were close to an agreement, but it didn't go through. The cal state employees are having walks and protests throughout the state. There was an incident while people were protesting on Figueroa St. in Los Angeles where people started firing at them with pellet guns. The police didn't arrive for 3 hours, but only to aid the hotel staff and not the protestors hiding from the pellet fire.
    - 1. **A.:** (Pres. Raul Reyes) If we have the time to join them, we should. We may need their assistance when it comes down to our negotiations. If you get injured during protesting it can be workers comp. In 2008 and 2011 many picketers supporting us were not SoCal Gas employees.
    - Q.:** (Member Rebekah Hong) While under contract are we allowed to strike?
    - A.:** (Pres. Raul Reyes) The contract does have a no strike clause. Our contract is expected to expire on September 30<sup>th</sup>, if no extensions are applied. However, we can picket while under contract against other companies. If you plan on assisting other organizations that are picketing, wear Local 522 Gear so they know who you are affiliated with. If you don't have any gear, please reach out to the board so we can get you something.

**Officer Reports:**

- 1. **Treasurer Report (Tres. Ernie Gonzalez):**
  - a. **Report:** Full Report given by Ernie Gonzalez.
    - i. Beginning Balance (as of December 1<sup>st</sup>) = \$399,245.43
    - ii. Total Deposits and Credits = \$29,069.76
    - iii. Total Checks and Withdrawals = (\$3,301.57)
    - iv. Ending Balance (as of December 31<sup>st</sup>) = \$425,013.62
- 2. **Vice President Report (Vice Pres. Travis Hickman):** No report.
  - a. **Q.:** N/A
- 3. **President Report (Pres. Raul Reyes):**

- a. **JSC:** All 6 participants of JSC will be the team for negotiations. Next meeting will be Feb. 15<sup>th</sup>.
- i. **Corporate Security Update:** There was a robbery in Fontana and there have been multiple security breaches at branch offices. They are trying to implement virtual security at Compton Base but for now they have 24-hr. security. We have asked for the list of all the bases with security guards and their shifts.
    - 1. **Q.:** N/A
  - ii. **CST Profile:** They will be updating the CST profile.
    - 1. **Q.:** N/A
  - iii. **New Law for Sick Time:** Our current policy states that you get penalized after 7 occurrences, but the law has changed that. The law now states that you will not get penalized for using your sick time. We are all granted 80 hrs. of sick time, but before we could only utilize 50% (40 hrs.) of that for family sick leave. The new law states we can use the full 80 hrs. for family sick time. Even if you've called in 10 times, if you haven't exhausted the 80 hrs. you will not get penalized.
    - 1. **Q.:** (Member) When does this go into effect?
      - A.:** (Pres. Raul Reyes) Once the verbiage is finalized, we will send it out to everyone. I'm guessing sometime in March.
  - iv. **PACK Study for SPS:** We will be picking a date to take the two studies to arbitration which so far are: transmission pipeline and senior leakage clerk are up for arbitration, they just aren't our members. But we are watching the process to see how it will affect us.
    - 1. **Q.:** N/A
  - v. **Collections:** Collections is still on hold. There is so much to collect but there isn't enough manpower, and the company cannot catch up.
    - 1. **Q.:** N/A
  - vi. **Drug and Alcohol:** The method for drug and alcohol testing has changed but everything else is still the same. If the company has just cause, they can still test you even if you are not in DOT position.
    - 1. **Q.:** N/A
  - vii. **Last Chance Agreement [LCA]:** The LCA has changed its restrictions to 10 years, instead of the lifetime restriction. We have had an incident where we came to this agreement, but management still had the old LCA. If a member signed the old one, even after this new agreement, they'd still fall under the lifetime condition for termination. We have updated the language so everyone

should have the new one but if you find yourself in that position, please read the paperwork you are signing.

1. **Q.:** (Member) If you test positive after 10 years it shouldn't be on your record?

**A.:** (Pres. Raul Reyes) Correct.

**Q.:** (Member Darrin Adkins) Any contract that has been signed under the lifetime restriction is still a lifetime restriction?

**A.:** (Pres. Raul Reyes) Correct.

viii. **Shop Committee:** We get paid for the day to attend shop, and sometimes we get paid milage. There was a discrepancy with how they were treating union members. The company agreed to pay them for the day and remove the employee for their scheduled shift.

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

ix. **Phishing Policy:** We want that policy to be discipline free. The union agreed that if a mistake is made by an employee from company generated phishing scams, they should not be penalized for it. It feels like entrapment. The company did defer against us.

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

x. **Veterans:** If your paperwork is on file, you should be getting 6 months of seniority. If you are having issues with that, please contact the union to get that figured out.

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

b. **Negotiations:** We are still gathering information and strategizing for negotiations. The other locals have asked of each other to come to the next meeting with a consensus from the membership on when we should initiate an authorization for a strike vote. They want to know what the membership wants. The 3 options are: we go into negotiations with an already authorized strike vote, wait until negotiations are about halfway through before we vote to authorize a strike, or wait until our contract expires before we vote to authorize a strike. We are not voting on it now; we are just gathering feedback.

i. **Q.:** (S.S. Jagpreet Singh) Don't we have a no strike clause with our current contract? I believe going into negotiations with an authorized strike vote shows bad faith on our part. Maybe I'm misunderstanding how the contract works but, are we not under contract when it ends?

**A.:** (Pres. Raul Reyes) Correct, we do have a no strike clause in our contract. I also agree that going into negotiations with an authorized strike could be viewed as bad faith. The contract will expire September 30<sup>th</sup>, 2024. If negotiations go beyond that, we can ask to extend the contract. If it is agreed then the contract

gets extended while negotiations continue, but at that point the company does not pay for our involvement in negotiations. That will fall on the local. Also, we cannot go on strike until it is authorized by the members. We want all the locals to be on the same page so if a strike is called, all the locals are ready to go. I will clarify that Local 522 does not have a strike fund, but if any strike fund were generated it would not be a substitute for salaries. The strike fund would only be for materials and expenses of striking and picketing. If the contract expires and we are still negotiating, then that just means we are not under contract. That means that any violations during that time cannot be supported by the union, such as any firings or consequences. If we continue to work while not under contract, we still get a paycheck, but if we strike then we do not get a paycheck from the company nor the union. If we don't strike the company can still lock us out. From now until then we need to document any rule breaking the company is doing. If we find any unfair labor practices it can extend negotiations for 6 months, on their pay. We want to remind everyone that a strike is a tool and not the goal.

**Q.:** (Member Jeremy Hartnek) What does a strike actually mean? Do we just walk off the job and that's it?

**A.:** (Pres. Raul Reyes) Correct. We will be holding out labor from the company. The hope is that the company bends and asks us to come back to labor. There are 2 things that are guaranteed during a strike: no pay and no benefits. We still have our jobs though.

**A.:** (Member Anthuan Ngyuen) I see the benefit of authorizing the strike before going into negotiations. It gives us the power to use it right away if needed. It just makes it seem like we are walking in ready for a fight. I also see the company not caring if we have it ready and they will still do whatever they want.

**Q.:** (Member Rebekah Hong) How will the contract from SDG&E affect our contract? They got a pretty good deal. And what about other utilities?

**A.:** (Pres. Raul Reyes) If the company doesn't want to consider them, there isn't much we can do. San Diego usually gets a better deal than us.

**c. Law Change for Sick Time:** Right now, we are allowed 40 hours of FSL. The law has changed to allow us 80 hours of FSL. We are trying to have that include your extended time.

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

**d. Labor Bulletin:** We have come to an agreement about your start date. Now your start date at a new position begins after you accepted a bid. Before you'd have to wait until

you completed training. It doesn't mean you get trained or meet the criteria for the next step, but your restriction starts the day after accepting the bid. We have not had a case where someone took a bid prior to 10/15/23 and is still restricted. The position we are taking is that if you took a bid before October 15<sup>th</sup> but didn't go to training until after, it shouldn't count towards your restriction. If you find yourself in that realm, contact us. If you have a bid that you want and it's beyond the 12 months from when you accepted it and getting restricted let us know. We can file a grievance.

i. **Q.:** (Member) How does that affect the work from home schedule? Are we still restricted for 12 months until we are allowed to work remotely?

**A.:** (Pres. Raul Reyes) It's an agreement we had with the company. At least 12 months to be proficient with the job to work from home. Where it gets a bit confusing is going from PPA to PA. If you were working remotely as a PPA you should be able to work remotely as a PA. Management can bring you in to check your proficiency. During Covid they had many employees work from home that weren't proficient at their jobs yet and made many mistakes. Some employees were close to getting fired which is why we agreed to 12 months. Also, management should be giving you an appraisal.

**Q.:** (Member) If you already worked at another position that worked from home, they shouldn't restrict you?

**A.:** (Pres. Raul Reyes) Correct.

**Q.:** (Member) What's the time frame for the appraisal?

**A.:** (Pres. Raul Reyes) Per the contract they should sit with you after 15 days. The next check-in should be at 6 months. That way, when you get to the 12 months and get LTS then it shouldn't be a surprise, if it's been on the previous appraisals. If you do get LTS you do get restrictions. Any employee can ask for their appraisal. That is the supervisor's responsibility. I suggest you keep them for your records to show your performance in case you get a bad supervisor down the line.

**A.:** (Member Darrin Adkins) New employees that are not getting trained should contact the union. They have the right to be trained to do the job. They may do an investigation, but you have the right to ask for training.

e. **PA Job Profile Update:** Before, PPA's were not able to bid into PA if they didn't have distribution or mapping experience. The language for that has changed and now every position in the line of progression is eligible to bid for PA. We won't see it on E-bid just yet but it's coming. This update won't affect CP's because they will have equal bid rights to PPA for the PA position.

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

**f. Negotiations Zoom Informationals:** We are going to have more frequent meetings prior to negotiations. The company only pays for 4 months for 1 representative of our local. Local 522 will have some zoom meetings as informationals as we get close to negotiations. We need updated e-mails from the stewards and membership. We plan on having these meetings once a month. These will not be formal General meetings, but more of way to communicate what's going on, give advice, and maybe answer some questions about negotiations. We will also be going to every location as best as we can this year.

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

### **Committee Reports:**

#### **1. Shop Committee:**

##### **a. Orange County (Trustee Kelvin Tanji):**

**i. April 2024 – September 2024 Schedules:** Schedules have been completed. Additional hybrid slots have been added to accommodate every employee. We were unable to get the same deal for DIMP.

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

**ii. Letter of Interest:** Open topic, dealing with language of letters of interest. No verbiage in the office policy but Redlands has given us a template. If accepted, the letter of interests will be looked at first and in seniority order for a position. Currently, PAs cannot bid into different departments at the same job location because ebid shows them already working at that location.

**1. Q.:** (Member Darrin Adkins) What is the process for the letter of interest?

**A.:** (Treas. Ernie Gonzales) We are still in the process of working out those details. Basically, you submit your letter of interest by e-mail to the supervisor and that is it.

##### **b. Pacific (Trustee Angel Sanchez):**

**i. April 2024 – September 2024:** Schedules have been completed. 6 A.M. start times are available if there is a lead to cover it.

**1. Q.:** (Member) How does that affect the hybrid schedules? What about vacation?

**A.:** (Trustee Melody Griffin) It doesn't affect the hybrid schedules. They just need to have a supervisor on site like any other schedule and an LPA for each schedule. It doesn't affect vacation slots. Vacation slots are based on seniority per the CBA.

**ii. Overflow of Trash at Compton:** There has been an overflow of trash at Compton base. Someone threw pallets into the trash bin that caused it to

overflow. We are looking into having the trash picked up more frequently. There has been a lot of construction on Bullis St., and it is getting difficult to move up and down the street.

1. **Q.:** (Member) Is facilities or the storeroom responsible for breaking down the pallets?

**A.:** (Trustee Melody Griffin) That is not part of their job duties.

iii. **24/7 Security:** We are talking about the 24/7 security at Compton base. Security has increased to 2 people. They have brought up the idea of installing a state-of-the-art fence around the base which would include sensors. The sensors would be monitored by a different company, and they would have access to contact the police. Security is now using the booth and is now stopping employees to see their badges before entry. The fence will be like the Hollywood base fence. They've been talking about this fence since last year.

1. **Q.:** (Member) We are also having security problems in Chatsworth, so how can we get the process started for upgraded security and fencing? We are supposed to have controlled access, but the public still comes into our building.

**A.:** (Treas. Ernie Gonzales) We had a security issue at Anaheim as well, and we raised our concerns at Shop. We are still talking about it in our next Shop.

**A.:** (Rec. Sec. Eddie Reedy) I suggest documenting everything and taking lots of pictures. When we brought this issue to OC Shop they responded with statistics. They argued that "it's not unsafe all the time". So, expect some pushback from corporate security.

iv. **Payment Center Upgrade:** A payment center close by has been subject to drive-bys. Luckily, no personnel were in the payment center when they occurred but there are still bullet holes inside the building. We want the company to upgrade the payment center, so the bullet holes are not there anymore.

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

c. **Inland Empire (Pres. Raul Reyes):**

i. **April 2024 – September 2024 Schedule:** Finalized schedules. We were also able to add hybrid slots to accommodate every employee.

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

ii. **Safety Committee:** We noticed that the safety committee in Redlands is comprised of 8 employees and 16 managers. We brought up this discrepancy with the company and they will investigate it.

1. **Q.:** (Member Darrin Adkins) How much input do employees have anyways? In my experience, it's usually the managers telling the committee what to do.

**A.:** (Rec. Sec. Eddie Reedy) I'm not sure about the input of represented employees or how the safety committee operates at Anaheim.

iii. **CBA Language:** When Covid has been detected in our members they are told to stay home in the CBA language but that is affecting their attendance. We don't feel our members should have to use their time for Covid and the company semi agrees. The company agrees with us that you shouldn't be penalized with time off for complying with policy. This will be an ongoing topic of discussion.

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

d. **Northern (S.S. Jagpreet Singh):**

i. **April 2024 – September 2024 Schedules:** Finalized schedules. We got slots added to PA's and LPAs to cover everyone. Currently going over holiday selection.

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

ii. **Safety Concerns (Member Casey):** We've been having problems with our supervisors about our commutes. Sometimes the freeways are at a dead stop, and we are stuck. No matter how early we leave there isn't much we can do if the freeways are completely stopped. Supervision is not accepting that anymore and counting it against us. I've never had this issue with any positions I've ever had in the gas company. I've had 3 of these instances so far and I'm going to start accruing consequences.

1. **Q.:** (Member Rebekah Hong) This has happened to me a few times, and I had the SIG report to prove it and they sometimes accept it and sometimes they don't. What can we do about that?

**A.:** (Treas. Ernie Gonzales) We've had a similar thing happen at Anaheim. We want to work on the language at the next shop. We need consistency, but shop is a good place to start. If you are at your desk at the start of your shift you should not be considered late.

**A.:** (Pres. Raul Reyes) Even if your excused it is still counts against your attendance. But it is a larger grievance we are filling that started with the Hurricane we had in August.

**A.:** (S.S. Jagpreet Singh) Keep in mind, management should not be using teams to record your attendance.

**A.:** (Trustee Angel Sanchez) With our previous incident, there was an executive that sent an e-mail out encouraging employees to work from

home if they were able to. Members began to call supervision and supervision told them they had to come in. In the future just follow the original e-mail.

- iii. **Covid Time Off (Member Casey):** We've also been having issues with employees testing positive for Covid, and not having symptoms, and being told they cannot work from home and must use time off.

- 1. **A.:** (Pres. Raul Reyes) That's another issue we will need to look into.

- e. **Mapping (Pres. Raul Reyes):**

- i. **April 2024 – September 2024 Schedules:** Finalized schedules.

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

- ii. **Relocation:** There have been talks of moving this department out of the tower. They mentioned Chatsworth and Redlands as possible relocations, but nothing has been finalized. They are working hybrid but changed their report to the office days due to management needing to come in more often.

- 1. **Q.:** (Member Rebekah Hong) I heard they are already having parking problems at Monterey Park, and if they plan on relocating Mapping to Chatsworth, where will they park? We already have a hard time parking on Wednesdays when everyone comes in.

- A.:** (Pres. Raul Reyes) They will have to legally provide safe parking for everyone. They may need to pay for a parking lot and shuttle everyone in. In Fontana, management have a lot they park at and carpool into the office. Please notify us if we need to speak to supervision about this issue.

- f. **Energy Analysis (Pres. Raul Reyes):**

- i. **Schedules:** We are still waiting for management to get back to us about schedules.

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

- ii. **Management Pushing for New Shift (Pres. Raul Reyes):** Management wants to add a new shift. They have been talking with distribution to get rid of on calls. That's changing policy. Local supervision wants to change the Code 1 policy in distribution and is trying to get no coverage from 12 a.m. – 7 a.m.

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

- 2. **Communication Committee (Trustee Angel Sanchez):**

- a. **Negotiations Flyer:** We are still finalizing the flyer for negotiations. The flyer is meant to be passed around to the members and give them something to look at and prepare for.

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

**b. Expanding:** The board wants to expand the committee to include more members from other regions. We are still working out the logistics of it all, but the goal is to have open communication with all our members, especially with negotiations coming up.

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

**3. Organizing committee (S.S. Jagpreet Singh):**

**a. Tripple 0 List:** We are going through the list. There were a few errors but other than that everyone's doing a great job. Everyone at chats is signed up. As far as I know.

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

**4. System Protection Committee (Pres. Raul Reyes):**

**a. Pack Study:** We've talked about strategizing for the PACK Study, but we are still getting resistance from management. We may follow up with a grievance or arbitration.

**i. Q.:** (Member Jeremy Hartnek) What kind of resistance have you been getting?

**A.:** (Pres. Raul Reyes) We've been haggling over the process of the PACK Study for SPS.

**5. Grievance committee (Vice Pres. Travis Hickman):**

**a. Mobil Home Park Arbitration:** We did vote to move this forward to arbitration. If you have any more evidence of our work being planned by contractors, please forward it to us. We want to take our jobs back from management.

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

**6. Audit Committee (Tres. Ernie Gonzales):** No topic.

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

**Unfinished Business:** No topic.

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

**New Business:**

**1. Membership Oath (Pres. Raul Reyes):** Lead by Pres. Raul Reyes, the members in attendance recited the members oath as written in the by-laws.

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

**Announcements:**

**1. 522 Day (Pres. Raul Reyes):** This is an annual event that takes place on May 22<sup>nd</sup>. We will have a general meeting that day in Anaheim, but we want the membership to celebrate "522 day" as a way of unity. Members can celebrate a few days before or on the weekend. The idea is to have unity days across our territories, such as Bowling events, Picnics, Pizza for the members, etc. The board is open to any ideas members may have and will vote on granting funds for any events. Please contact the e-board if you have any ideas you'd like to coordinate. Suggestions are welcomed.

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

**2. Moment of Silence:** Steve Rutherford. LPA out of Riverside. The family is accepting donations for funeral expenses and if anyone would like to attend, please contact the e-board.

a. Q.: N/A

**Open Forum:**

**1. Security Concerns at Chatsworth (Various Members):** The gate at Chatsworth doesn't close quick enough and anyone can walk in. The WOC's use to be responsible for letting people into the gate but we don't feel it is their responsibility.

a. A.: (Pres. Raul Reyes) We have requested a list of bases with security guards, along with the shifts of the security guards.

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

**Meeting Adjourned At:** 5:50 P.M.