

Local 522 Union Meeting Minutes

Date: 2/26/25

At: 4:00 P.M.

Location: Yard House

9301 Tampa Ave. Suite 216, Northridge, CA 91324

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

Second by: Vice Pres. Travis Hickman

At: 4:05 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. **Addition (Pres. Raul Reyes):** Negotiation update.

Approval of Agenda by: Vice Pres. Travis Hickman

Second by: Pres. Raul Reyes

Swearing in:

Members:

Stewards:

Officers:

Approval of Minutes:

Minutes from 1/22/25 (Ready by Trustee Angel Sanchez):

Q.: N/A

Motion of Approval: Vice Pres. Travis Hickman

Second By: Pres. Raul Reyes

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 (1/27/25):

- i. Wildfires:** Had guest speaker Erin Brockovich talk about the recent wildfires and rebuilding. An Edison transmission line from a transmission tower is what allegedly started the Eaton fires, Video and satellite imagery was obtained and will be presented as evidence. There were confirmed 300 union members that had their homes burned down. If anyone knows anyone affected by the fires, please let us know.

1. Q.: N/A

- ii. Legal Team:** Doug Boxer will be part of the legal team, he spoke of how 1000 union families were impacted by the recent fires. Mikal Watts, a lawyer from Texas, will be heading the legal team against Edison who allegedly started the wildfires. Take a picture, share the legal team that was put together. I don't know how far it will go.

- iii. Q.:** (Vice Pres. Travis Hickman) Will this be a class action lawsuit?

A.: (Trustee Angel Sanchez) I think so. There seems to be video surveillance and satellite imagery as evidence. The tower that caught fire was supposed to be decommissioned a long time ago about they didn't keep up with their records.

Officer Reports:

1. Treasurer Report (Treas. Ernie Gonzalez):

a. Report: Full Report given by Ernie Gonzalez.

- i.** Beginning Balance (as of January 1st) = \$555,630.29
ii. Total Deposits and Credits = \$34,655.72
iii. Total Checks and Withdrawals = (\$19,863.31)
iv. Ending Balance (as of January 31st) = \$570,422.70

- 1. A.:** (Pres. Raul Reyes) I did want to reiterate that there is a \$35 limit per person for general membership meetings.

Motion to Approve: Treas. Ernie Gonzales **Second by:** Trustee Angel Sanchez

Result: Passed

- b. Secretary Treasurer Position (Pres. Raul Reyes):** Last year, we had elections per the bylaws. 132 is every 3 years with a "slate" format, but our elections are set up, so a portion of the board is running every year. The hope is to not lose more than 3 e-board members a year and provide some stability. Last year the secretary position was up and Trustee Kelvin Tanji was elected to Secretary Treasurer. Since then, Kelvin Tanji has decided to not fill the position of Secretary Treasurer. We do have a vacancy. The term is 3 years. Today is Treas. Ernie Gonzales' last day. Ernie joined the board in 2016. Kelvin

Tanji will remain as Trustee and is willing to help out but does not want to stay as Treasurer. We will be appointing someone else per our bylaws.

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

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

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

3. President Report (Pres. Raul Reyes):

- a. **Training Expense May 2025:** Every year, we have training for our utility workers union region 5. Last year it was scheduled for San Diego and our members approved \$25,000. The event was cancelled so those monies were not allocated. This year we have a financial training in Washington D.C. This information is very valuable. We are allocated to send 2 members but want to try sending a 3rd member. It is a 3-day training. We will be asking for a maximum of \$12,000 which will be \$4,000 cap per member. If the costs come below 4,000 per member, then that's all that will be allocated.

(Teas. Ernie Gonzales) I've been to this training before, and it covers how the union should run and how we should spend our money. It doesn't come around too often. Being the former Treasurer, I will say that this training helped a lot. I do recommend we send 3 members.

- i. **Motion (Vice Pres. Travis Hickman):** I move to approve \$1,200 to allow a maximum of 3 members to attend the upcoming UWUA conference in Washington D.C. Additionally, there will be a cap of \$4,000 per member attending to cover per diem, registration, room and board, loss time, and travel.

ii. **Second:** Trustee Angel Sanchez

iii. **Discussion:**

1. **Q.:** (Member) Have 3 members been picked to attend?

A.: (Pres. Raul Reyes) Yes, nationals is asking for mandatory attendance from the presidents, so I will be attending. The additional 2 members will be board members.

Q.: (Member Jagpreet Singh) Will the training just be for union financials?

A.: (Pres. Raul Reyes) Correct.

Q.: (Member) Have the members going to this training attended this training in the past?

A.: (Pres. Raul Reyes) No. The only one who attended this training was Treas. Ernie Gonzales, but he is stepping down from the position. This specific financial training is not a yearly event.

A.: (Trustee Angel Sanchez) These conferences we go to are very important. I've been to a few different conferences and there is a lot

information at these conferences. A lot of different gas companies throughout the country look to use to lead. At the last conference we had in Miami, we only sent 3 e-board members out of the 8. We each attended our own shops, but there was still a lot of information we missed out on. If it's something we can benefit from we bring it back to the membership.

iv. Vote:

- 1. In favor:** 3+
- 2. Opposed:** 2
- 3. Abstention:** 0

v. Vote: Passed

- b. Union Pride:** I'm bringing this up because I have been seeing a lot of union bashing through various mediums. More may be directed at different locals, or it may come from coworkers we don't know, but each local has its own leadership. All 6 locals do what they feel is best for their members. But I do appreciate the membership speaking up. Last year the membership spoke up and asked to remove some people and they got removed. Thankfully Dan Parral and Theron Smith stepped up to fill those vacancies. We also asked the membership which also aided in negotiations preparation. Even though not every member showed up, we had representatives from each facet of our membership. Words were exchanged, but the membership voted, and the dues were increased. To be honest, as good as the last agreement was, the membership spoke up and turned it down. I've seen people commenting that the leadership isn't doing enough but I feel the leadership is doing whatever the membership needs and wants. We don't have magic powers; we can't make them do what we want them too. The only way we make them move is from our members. I am proud of our membership. My ask is to keep the fire going. At the end of the day, we need to keep the fire alive. The reasons people told me why they voted NO upset me. Some members voted NO because they didn't want certain union leadership to get credit. Leadership, you can vote them out. Voting NO on this contract isn't going to impact them. I also heard members saying they voted NO because they thought everyone would vote YES. If you want to vote YES, then vote YES. Vote how you feel. I thought the second agreement was good. We did have about a 100 vote drop off from the first agreement to the second. That's just 522 members. Everyone needs to vote. At the end of the day, you are all doing great. Thank you all for the support. We need to stick together. I want to have another 522 day. More from that to come.

- i. Q.:** (Members) We recently had someone from management walking around recording people at their desk. To see what they "do". Can they do that? Was that investigated?

A.: (Pres Raul Reyes) Send me an e-mail so I can investigate further.

(** Member indicated this was being done at Compton)

- c. Negotiation Update:** We are under contract now, with the latest tentative agreement, but we are still working through the details and finalizing everything. Once we get the go ahead from nationals to communicate the details, we will communicate them with you all. The national negotiators are in charge. If you looked at your ballot the last time it was different from the other local, this time it will be uniformed. The idea this time is to give everyone equal information at the same time. We do have an agreement. I honestly thought that if we did not accept the last agreement the company was going to declare an impasse and not let us vote, but luckily you will be able to vote on this agreement. I think it's good but there will be more to come, maybe by the end of the week we will have another update. If we get permission from nationals, we will go over the document and go over the changes through a zoom call or something. If I don't get permission that's why I won't be able to present the new agreement. If it's a NO this time, you need to decide if you want to work here or not. If we say no, the next action should be a work action. The contract expires 7 days after the vote. The company could say we don't want you to come in or we could turn around and say you need to walk out. They could also lock us out. Personally, I thought the last 2 agreements were good enough to not exercise a work action. Overall, we have not been able to get it to pass. We tried to get to every facility we could. I don't want them to touch our pension, vacation, health insurance, etc.. Please understand, if you vote no, you're saying no to EVERYTHING. Don't vote yes or no for a singular thing and look at the whole picture. I haven't received every detail yet but it's probably going to look like the last 2 with some changes. Some may be happy, some may not; it's a negotiation and that's how it goes. It's not one sided. Look at the overall picture. You vote your own conscious.

- i. Q.:** (Member) Weren't some of the positions scheduled to have a pack study? Why did they get on the contract?

A.: (Pres. Raul Reyes) That's what we agreed too. It works in our favor because now we don't have to arbitrate for those positions that got the bump, since they're would have gotten upgraded anyways. As for why some positions were getting upgraded and some weren't, there could be multiple answers for that. Maybe one department was getting low in numbers, and they figured a bump in pay would retain more of the workforce.

Q.: (Member) Seems like a strategic move to deny a pack study but includes that position upgraded for negotiations.

A.: (Pres. Raul Reyes) It could be viewed that way. But the reality, if you add them all up, it's only about %25 and not enough to secure the yes vote. If that

was the trick it didn't work. Keep in mind that it is very unusual to include any automatic pay grade increases in negotiations, let alone 11. This is my 6th negotiation and I've never seen any automatic pay grade increases.

Q.: (Member) When will we receive the ballot?

A.: (Pres. Raul Reyes) The ballots will be mailed out on the 10th.

Q.: (Member) Based on the letter sent out, can you elaborate what the language "the landscape has changed so much since we started" means?

A.: (Pres. Raul Reyes) Our landscape has changed a lot since we started negotiations. When negotiations started, the GRC was a large unknown. The company got the GRC back with less money than they anticipated. During the second agreement, the company appealed for the GRC result for a larger sum. But it came back with an even lower amount. In the last 30 years, an appeal has always come back with the same amount or higher, but never lower. Now they are not allowed to appeal again. We are in a situation where they don't have enough money. Also, the recent fires we had eliminated several of our customers. I communicated in the last meeting that 522 is committed to do whatever we can to get those customers back. We don't know where the stability of the government is right now, state of federal. We can file our board charges, but the labor council has been disbanded by the government. Which means that our cases may not even be seen for 6 months or so. As was said in the minutes from January 2025, we do not have the same leverage now as we did last summer. I do think we have a decent agreement.

Q.: (S.S. Jagpreet Singh) How long is our contract extended too?

A.: (Pres. Raul Reyes) Our current contract is extended through April 7th, 2025.

Q.: (Member) I feel this agreement will be worse than the last 2. By waiting and extending the contract, it seems we are accommodating to those changes. It's like we are giving them leverage. Isn't it in our best interest to take action prior to those actions?

A.: (Pres. Raul Reyes) Just speaking from someone who has negotiated on multiple contracts, The experience was there. I did give advice. Sometimes it was taken and sometimes it wasn't. But I don't think we had cause for work actions.

Q.: (Member) I do agree there has been a lot of uncertainty. I voted NO before because in November 2023, the company offered a little over 17 million shares into the market. That was roughly 1.2 billion that came in. I didn't think getting a bit more was that far off. They may have anticipated a different administration that would not freeze. I thought 5% was fair. 1.2 billion is a lot to raise. They

were probably expecting federal funds to fund a lot of that. We should have gotten more.

A.: (Pres. Raul Reyes) I totally agree with you. Everyone wants more, but the reality is that we were getting more with no changes. We were keeping our other benefits and improving them. People got into that hard number of wage increases. I've had a lot of people tell me they want to strike. Getting back to last month's minutes, some people are under the perception that we are somehow going to double those percentages. I haven't seen any union leadership saying that. It's unrealistic.

A.: (Member) What if we do say NO, the company is still at a cap. What can we expect as a change? We walk out, the company hires contractors and now safety is a larger issue. They spend money and we don't get any. The company is taking a big risk. There's a cap, either way we distribute money. It's the same cap. No one is going to be happy.

Q.: (Member) What is the union doing for forecasting? I see an issue with constantly pay bumping. Are we doing to keep raising the levels? If we constantly pay bumping, when does it end? When everyone is a level 9?

A.: (Pres. Raul Reyes) We have been waiting for a long time for 1 position to get evaluated and years later there is still no upgrade. This doesn't happen often. If any position looks like they're getting underpaid based on market comparison. As a union we need to fight to bring it up to market value. If we look at it, and your same position is getting paid less... we try to tell them to chill. Thing with a pay grade upgrade, it's not just the wages but also the pension. That's part of the reason the company is resistant to it.

Q.: (Member) Is the union going to investigate how they're pushing responsibilities?

A.: (Pres. Raul Reyes) We try to police it as best we can. We only hear what gets communicated with us. We need feedback from the membership. If you see something, let us know.

Q.: (Member) Who initiates coming to the table? If we vote NO, can we request a meeting to continue negotiating? Can we deny a request to meet at the table?

A.: (Pres. Raul Reyes) Either side can initiate a meeting. We have a static date to meet with the company. Neither side can deny a request to meet at the table, there are rules that prevent that from happening. If we make a request, they are legally obligated to meet the request, and vice versa. We can request a meeting, but at this point we either put up or shut up.

Q.: (Member) Is it true that if we strike, we don't get back pay for the time spent

on the strike?

A.: (Pres. Raul Reyes) Correct. There is no backpay for time spent striking, from the company or the union.

Committee Reports:

1. Shop Committee:

a. Orange County (Trustee Kelvin Tanji):

- i. Vacation Slots:** Talked about vacation slots available on any given day. We got the numbers we were looking for in writing and it looks like we are good to move forward. Supervision usually allows more than half of the work groups to be off on certain holidays due to cities closing and moratoriums set by certain cities during the holiday season.

1. Q.: N/A

- ii. Drug Testing:** We also discussed relocating the drug testing bathroom outside and not taking over the women's restroom in building A. There are other restrooms available that would not impact the building as much. Suggestions were made to use the second-floor restroom in building G. Supervision was going to investigate it and get back to us. They're also increasing the frequency of these drug testing's. Please be careful out there.

1. Q.: (Member) Why do they use the women's restroom?

A.: (Trustee Angel Sanchez) It was mentioned that some men's restrooms have 2 entrances. But I have not gotten an exact answer yet. They are also calling employees in from home to go test at their work location.

Q.: (Member online) How long do we have to perform the test?

A.: (Pres. Raul Reyes) You have 2 hours to perform the test. If you do not produce enough, you have an additional 2 hours after the first attempt. If you do not produce enough or any for the second attempt it could be considered a shy bladder which is the same as testing positive.

b. Pacific (S.S. Theron Smith):

- i. Vacation Slots:** Finalized VAST vacation slots for customer service, distribution, and M&R with the same allotment as last year with fewer members. Also discussed; fixes to January through March vacation selection process, clarity with graveyard shift selection and relief process, and clarity with base DOC postings for graveyard opportunities. All were tabled for future shop/JSC meetings.

1. Q.: N/A

- ii. Base Collectors:** Base collectors will return to actual collecting in April 2025.

1. Q.: N/A

c. Inland Empire (Pres. Raul Reyes):

- i. **Vacation Slots:** We were able to secure the same amount of vacation slots for HQ mapping group planning. The company is indicating they intend to open the topic of office policy. We're hoping to finalize vacation slots for the entire region by 2/27/25. It was also identified that the overtime numbers associated with eligibility have discrepancies. Scheduled to meet tomorrow.

1. Q.: N/A

- d. **Northern (S.S. Jagpreet Singh):** Wrapped up their VAST review and did vacation selections. We aren't in VAST but that's the only reason we waited to be in unison. (Pres. Raul Reyes) We do check the vacation slots annually and check if it got worse. They usually do comply but that's part of the reason we hold back planning.

- i. Q.: (Member) How do we not fall under VAST?

A.: (S.S. Jagpreet Singh) The way the company manages the work force dictates how many employees can be off at a certain amount of time. They usually add spots for the holidays.

- e. **Mapping (Pres. Raul Reyes):** No report. We did not meet in February 2025.

- i. Q.: N/A

- f. **Energy Analysis (S.S. Leigh Estrada):** Finalized the minutes from January 2025. They did get signed. That management team is difficult to work with at this shop. They wanted to tell their own story, but we argued for 6 weeks. After proper documentation, it was approved.

- i. Q.: N/A

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

- a. Q.: N/A

3. Organizing committee (Treas. Ernie Gonzales): No Report. Everything is 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. **2nd Step Hearings:** Conducted multiple 2nd step hearings with Labor on 2/18/25.

Company has denied all those grievances.

- i. Q.: (Member) Are they getting denied because of the contract or can we still file grievances? Will the company even review it?

A.: (Pres. Raul Reyes) It's for other reasons, but it seems like standard practice. These may be seen as unfair labor practices. If they deny them now, we can follow up with charges. If it is a board charge, and we do walk, we can use it to

our advantage. You can still file grievances, but they may not get reviewed. If they deny it, we file a board charge. We don't know what it can lead too.

Q.: (Member) If I file a grievance and we don't have a contract and they decide to get rid of me, do we have a case?

A.: (Pres. Raul Reyes) If you are already on shaky ground, don't do it, but we still have due process. Even if we file a grievance and they don't want to hear it, if we don't have a contract then they don't have to see it. But we would still file to make a paper trail.

6. Audit Committee (Treas. Ernie Gonzales): Audit conducted today and completed the audit for 2024.

a. Tax Filling

i. Motion (Treas. Ernie Gonzales): I move to approve \$4,400 to pay our tax preparers for filling the 990 and 1020 forms. (\$2,200 for each form)

ii. Second: Trustee Angel Sanchez

iii. Discussion: None.

iv. Vote:

1. In favor: Unanimous

2. Opposed: 0

3. Abstention: 0

v. Result: Passed

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

a. Q.: N/A

Unfinished Business: None.

New Business: None.

Announcements: None.

Open Forum: None.

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

Meeting adjourned at: 6:58 P.M.