

Local 522 Union Meeting Minutes

Date: 5/8/24

At: 3:30 P.M.

Location: Shakey's Pizza

836 W. Colton Ave., Redlands, CA

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

Second by: Trustee Angel Sanchez

At: 3:35 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 (Rec. Sec. Eddie Reedy):** Union website update.
2. **Addition (Pres. Raul Reyes):** Motion to join the Inland Empire Labor Council under "Negotiations".

Approval of Agenda by: Trustee Angel Sanchez

Second by: Pres. Raul Reyes

Swearing in:

Members

Stewards

Approval of Minutes:

Minutes from 4/25/24: Read by Trustee Angel Sanchez

A.: (S.S. Orvin Wilson) Correction, under SPS committee the minutes say that grounding risers were the responsibility of contractors, but it was actually the responsibility of ETR's and FSA's.

***Motion was made to approve the minutes of 4/25/24 with the corrections made. ***

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

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:** Trustee Angel Sanchez did confirm that the labor rights training that was covered in the previous meeting on 4/25/24 will be at a cost. Meeting is next week.
 - i. **Affordable Housing/Homeless:** No report. Same as noted in meeting minutes from 4/25/24.
 1. **Q.:** N/A
 - ii. **Nursing Enrolment:** No report. Same as noted in meeting minutes from 4/25/24.
 1. **Q.:** N/A

Officer Reports:

1. Treasurer Report (Treas. Ernie Gonzalez):

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

- i. Beginning Balance (as of April 1st) = \$451,182.06
- ii. Total Deposits and Credits = \$30,863.20
- iii. Total Checks and Withdrawals = (\$31,436.63)
- iv. Ending Balance (as of April 30th) = \$450,608.63

1. **Q.:** (S.S. Steve Castillo) Can we get a detailed report? Do we have to go through every detail? For example: I know a lot of us don't know what "Line 22" means or what's in it. I feel like if we go through the information faster, we would get a larger attendance at the meetings.

A.: (Treas. Ernie Gonzales) Yes. If any member wants a copy, you can contact me or any board member. As for a much more detailed report for our meeting we will need to explore accounting programs.

Unfortunately, the program we have now is limited.

A.: (Pres. Raul Reyes) We are also legally required to read the minutes and financial report to our members at each General meeting. Our current program is limited but if you'd like further details, you can always contact any board member. If you know of a program that is more beneficial, we are open to suggestions.

A.: (Rec. Sec. Eddie Reedy) We will discuss the option of sending the agenda's, minutes, and financial reports to the members ahead of the meetings to streamline the meetings.

Motion to Approve: Trustee Angel Sanchez **Second by:** Trustee Kelvin Tanji

Result: Passed

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

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

3. **President Report (Raul Reyes):**

a. **5/22 Day:** 522 day is in 2 weeks on a Wednesday. We ask the membership to show unity that day by wearing union gear. If you do not have any gear, please contact the board and we can get you some. We have also been asking the local regions if they'd like to have an event for that day. Whatever ideas you have we need them as soon as possible to get them approved. If an event takes place, we ask the membership to wear union gear and take pictures in unity. We can post the pictures on our website and even the national website. Last year we asked for \$15,000 to use for the membership and only ended up spending about \$9,000. Maybe we can ask for \$5,000 for approval.

i. **Motion (Vice Pres. Travis Hickman):** I move to approve \$5,000 to be used by the membership for 522 day. The \$5,000 will be allocated through reimbursements. All reimbursements will require receipts and approval by the board before monies are allotted. Once the \$5,000 has been exhausted, any further reimbursement will also require receipts but approval by the membership at the next general members meeting.

ii. **Second:** Trustee Angel Sanchez

iii. **Discussion:**

1. **Q.:** (S.S. Gilberto Martinez) Will members be allowed time off for 522 day? For example: if we have a BBQ and a member volunteers to cook, can their time be reimbursed?

A.: (Pres. Raul Reyes) I don't think we can cover the whole base to be off, but if it's just one employee and it falls within the allotment then we can look at it.

Q.: (Rec. Sec. Eddie Reedy) Just to clarify, will membership events specifically for 522 day such as bowling, or a sports game be included in the allotment?

***The membership agreed that 522 membership events will be included in the allotment. ***

iv. **Vote:**

1. **In Favor:** Unanimous

2. **Opposed:** 0

3. **Abstentions:** 0

v. **Result:** Passed

b. Dues: The economy affected everyone, including us. We haven't increased our dues since the 90's and with rising costs, including arbitrations, the board felt it was time to increase the dues for the local. When we take time off for union business the bylaws state that we get reimbursed, but our dues do not get a bump up. We want to increase the dues by \$2.61/paycheck which will be \$5.22/month. That will increase our funds by \$20,000/year for the local. Hopefully it will offset any future costs to just keep functioning. We will be having one meeting on June 8th to discuss the matter and vote on it. This meeting will only be to discuss and vote on the dues increase and will be open to all members in good standing. The vote must be in person and will come from the membership, not the e-board. Please bring a paystub or ID or something to prove you are a member and in good standing. If you have not paid membership dues you will need to be up to date on your dues to vote. We will be sending more information in a letter soon. Feel free to spread the word.

i. Q.: (S.S. Steve Castillo) How many arbitrations do we have?

A.: (Vice Pres. Travis Hickman) It varies, we are waiting on some answers, but we have 80 cases outstanding on file.

A.: (Pres. Raul Reyes) Arbitrations used to cost around \$20,000 but have since gone up to \$40,000.

Q.: (Member) How much of our dues goes to the nationals?

A.: (Pres. Raul Reyes) About half of our dues go to the nationals. We also retain an attorney along with other memberships, such as: LA FED. We end up keeping less than half of our intake. Then you account for arbitrations, time off reimbursement, etc. We are just concerned with the local losing money at some point.

Q.: (S.S. Sunil Vishwanauth) How often do the dues increase?

A.: (Pres. Raul Reyes) Per the bylaws, we cannot increase the dues for 36 months after they have been increased.

A.: (Vice Pres. Travis Hickman) Keep in mind it isn't a standing number. After the 36 months it could go up \$4, \$.70, or not at all, it all depends on the needs of the local.

Q.: (S.S. Gilberto Martinez) What does nationals provide for us?

A.: (Pres. Raul Reyes) They also have an attorney for us to utilize but since he goes across the country a lot it may be difficult to get a slot for him. We also operate with in their system as they are the larger entity.

Q.: (S.S. Vince Leming) For the LA FED meetings that we pay for, can we split that cost with other locals, and we can go as a group?

A.: (Pres. Raul Reyes) The other locals already pay their monthly fees and send

their representatives. Although we are one large union we do operate as different locals.

Q.: (S.S. Sunil Vishwanauth) What perks come with being part of the LA FED? Is there a way for the union to tap into those connections and take power away from the company?

A.: (Pres. Raul Reyes) A major perk of being part of the LA FED is being able to utilize the force of other unions. That last time picketing happened in front of gas company tower it was from our brothers and sisters from the LA FED. We didn't have anyone there, but they showed up. We also have access to UnionPlus.org which allows further communication between the unions.

c. Negotiations: When I meet with the other locals we are at about %75 all moving in the same direction. Local 522 will be sending out surveys to the membership that will help us prioritize what to fight for during negotiations. Some have been handed out in person at various bases to save on stamps. Please fill them out and get them to us as soon as possible. You can hand them to any board member, e-mail them back, or mail them back. The Company pushed back negotiations to begin until mid-June.

i. Q.: (S.S. Vince Leming) Do we have any feelers on what the company will do?

A.: (Pres. Raul Reyes) We expect them to present money saving tactics but other than that it is just rumors we are hearing.

A.: (S.S. Vince Leming) From our work group, the three main things we want is a pay increase, work from home, and lower copays.

A.: (Pres. Raul Reyes) That's great information. We have been getting similar feedback from other regions, but please fill out the survey along with any additional information you think may be useful. If you plan on moving between now and June please let the board know we can make sure you receive all communication and updates about negotiations.

Q.: (Member Cesar Ramirez) Is there also a rate case this year?

A.: (Treas. Ernie Gonzales) Yes. The company should find out later this year when it will take place. Possibly in August.

Q.: (S.S. Steve Castillo) If we do agree to strike is a complete stall of work? Do we tell every contractor to stop working? Or can we strike for 2-3 days a week?

A.: (Pres. Raul Reyes) There are options with work actions if a strike occurs. It will most likely not happen on October 1st. There are a lot of other things that need to happen before that can occur. We would have to discuss it as a local to see what the most effective way will be to respond as a union. But we need to act as one in unity. Everyone needs to be on board, or they won't take us seriously. The last time the company dealt with an actual strike was 1954. In

1994 it was a 1-day work action, not a strike.

Q.: (S.S. Gilberto Martinez) Can we combine meetings with other locals to be on the same page?

A.: (Pres. Raul Reyes) Yes, we can, and we have before, but it is difficult to coordinate and can get messy.

d. Status of Local: The local is doing well but if there are issues that come up, please let us know. If we don't hear back from the membership, we assume we are doing our jobs. We do take constructive criticism and would like feedback.

i. Q.: (S.S. Sunil Vishwanauth) We have been upset on the company's contradictory stance on safety yet making us come into the office in inclement weather. Gillian Wright came to our base for the "we lead" initiative and spoke on AI and innovation, yet they won't let us work from home in bad weather?

A.: (Pres. Raul Reyes) If you have any hurdles when it comes to safety, please let us know. You should feel supported to make your own call. Upper management did get chewed out for the safety stats.

A.: (Cesar Ramirez) We got that e-mail late on a Sunday. One guy got stuck in traffic for nearly 3 hours and ended up going back home. How is that productive? The company contradicts itself.

A.: (Vice Pres. Travis Hickman) Hopefully that changes. The company works on "stop the job" so let's utilize that.

A.: (Trustee Angel Sanchez) Next time an e-mail like that comes in from the higher ups, don't contact your supervisor. Just stay home. That's what caused people to come in, once everyone started calling about the e-mail.

A.: (Member Eddie Cortez) It's disheartening when Dustin Tomilson is saying, "we've been coming into work in bad weather for as long as I've been here. I don't see the problem" while he was at home not having to deal with the weather. There were 4 accidents that day just on my normal commute to work.

A.: (Rec. Sec. Eddie Reedy) Please document everything. If we build a paper trail, we can build a case.

Q.: (S.S. Leigh Estrada) What about those that don't have the "work from home" option? Their safety isn't considered?

A.: (Pres. Raul Reyes) Yes. We do the best we can but if you run into any safety issues let us know.

A.: (Trustee Angel Sanchez) The e-mail from Erin Smith did emphasize any employees capable and equipped to work from home to do so.

A.: (Vice Pres. Travis Hickman) Again, if you run into any issues please let us know and utilize your entitlements.

- e. **Motion (Trustee Dan Parral):** I move for Local 522 to join the Inland Empire Labor Council.
 - i. **Second:** Trustee Angel Sanchez
 - ii. **Discussion:** The bylaws state we are part of the LA FED and any other entity we would like to be part of would need approval from the membership. It would be about \$.50/member a month, which comes out to \$215/month. There are talks about doubling that to about 400/month. If we become members we would get 4 delegates.
 - iii. **Vote**
 - 1. **In Favor:** Unanimous
 - 2. **Opposed:** 0
 - 3. **Abstention:** 0
 - iv. **Result:** Passed

Committee Reports:

1. Shop Committee:

- a. **Orange County (Trustee Kelvin Tanji):**
 - i. **Letter Of Interest:** Letter of interest language has been agreed to and finalized.
 - i. **Q.:** N/A
- b. **Pacific (S.S. Robert Gonzales):** No report.
 - i. **Q.:** N/A
- c. **Inland Empire (Pres. Raul Reyes):**
 - i. **Overtime Eligibility List (OTEL):** Met with training to go over issues identified with updated OTEL and compliance with Shop Committee agreement. Management seems to be under the impression that we should rely 100% on our systems. They're claiming the raw data and system don't communicate. If that is the case, they need to fix it.
 - i. **Q.:** N/A
 - ii. **CST Schedule:** The CST Saturday schedule for 2024-2025 was reviewed and corrected. Huge discrepancy. The way inland works: there is one CST for the territory that works every Saturday. There was a mistake where three or four were scheduled to work on one Saturday. That has been corrected since then. Mess up in the schedule 3 or 4 worked on the Saturday. Since has been corrected.
 - i. **Q.:** N/A
 - iii. **Passing of S.S. Roger Avellanoza:** The company provided time and a group session with a grief counselor due to the passing of Shop Steward Roger Avellanoza.

i. Q.: N/A

d. **Northern (S.S. Jagpreet Singh):** No report.

i. Q.: N/A

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

i. **Department Location:** We are still waiting for a decision from the Company on where the department will be relocated. The Company recently moved ESAP out of Gas Company Tower. The company mentioned Redlands, Chatsworth, and San Dimas as possible locations. Still have not decided where or if. As of yesterday,

i. Q.: (S.S. Vince Leming) Do the employees get to decide where they get relocated too?

A.: (Pres. Raul Reyes) In most cases they usually don't. They would get priority bidding if they were not able to choose where they report from, but it is possible for the company to offer the employees a choice of where to work from.

b. **Departmental Presentation:** Mapping met in April briefly to discuss inter departmental presentation to be given by Mapping Associates. Company agreed to invite the Union when occurring. The Union verified this is strictly presenting what Mapping supports and hands over to others; not a training outside of mapping department personnel to complete work normally assigned to represented workforce. Participation by members is strictly voluntary. It should be a run-down of what they do and not a training of how to do their job.

i. Q.: (S.S. Steve Castillo) What would it take for the company to change our titles?

A.: (Pres. Raul Reyes) It does take a lot. A conversation would need to happen between the company and the union, and the union would need to approve the title change.

f. **Energy Analysis (S.S. Leigh Estrada):** No report. The union has reached out for a second time to schedule a meeting. The EAC got a response from the company regarding potential meeting dates but has not met yet.

i. Q.: (S.S. Leigh Estrada) Have you gotten a response on meeting dates?

A.: (Pres. Raul Reyes) He has responded with multiple dates, but I will need to coordinate with you [S.S. Leigh Estrada] to finalize a date.

2. **Communication Committee (Trustee Angel Sanchez):** No Report. Membership contact information is up to date. Also, a point of contact has been established at different headquarters.

a. Q.: N/A

3. **Organizing committee (Treas. Ernie Gonzales):** No Report. 000 list 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):** No report.
 - a. Q.: N/A
- 6. **Audit Committee (Treas. Ernie Gonzales):** No report. Audit complete.
 - a. Q.: N/A

Local Concerns:

- 1. **Union website update:** Various members mentioned how they would like to see the website updated. S.S. Sunil Vishwanauth asked about a chat feature on the website to better get in contact with the board members.
 - a. A.: (Pres. Raul Reyes) There is a chat feature on the website now, but we also urge the membership to utilize our Facebook page, UWUALocal522, to get in contact with the board. We will bring these concerns about the website to our website administrator. Any other suggestions are welcomed.
- 2. **Union sweater (S.S. Issac Boucher):** Can we get union sweaters?
 - a. A.: (Pres. Raul Reyes) Yes. We can look into getting sweaters for the membership as long as it is cost effective. If any members know of vendors that can work with us let us know.

Unfinished Business: No report.

- 1. Q.: N/A

New Business: No report.

- 1. Q.: N/A

Announcements: No report.

- 1. Q.: N/A

Open Forum:

- 1. **Update to SPS PACKS study (S.S. Issac Boucher):** Do we have an update on the PACKS study for SPS?
 - a. A.: (Pres. Raul Reyes) We have finished the interviews. We have been saying that SPS needs to be upgraded since 2021 but I'm not sure if we were able to change their minds. We will find out tomorrow. Surveys were also sent out to the SPS department. If you get those surveys, please fill them out and send them back promptly. If we do end up in arbitration, we will be using those surveys to plead our case.
- 2. **Local 522 Finances (S.S. Issac Boucher):** Has the local considered putting our finances into a high yield account? I did the math based on \$300,000 and we could potentially earn \$15,000 a year in interest. I know we are a non-profit but that could be used for operating expenses.

- a. **A.:** (Trustee Kelvin Tanji) If we consider that we will need to make sure we are not locked in, and the money can remain liquid.
A.: (S.S. Sunil Vishwanauth) I have heard that churches do the same thing but use short term accounts. Such as a 6-month CD with a 6% return.
- b. **Motion (S.S. Issac Boucher):** I move to have local 522 look into utilizing a high yield savings account for our general funds instead of a traditional bank savings account.
- c. **Second:** Member Brian Reusch
- d. **Discussion:** N/A
- e. **Vote:**
 - i. **In Favor:** Unanimous
 - ii. **Opposed:** 0
 - iii. **Abstentions (1):** Rec. Sec. Eddie Reedy
- f. **Result:** Passed

3. **OT for DIMP (Member Eddie Cortez):** They are offering OT on the DIMP side but with restrictions. They aim to push out more work but are also putting limitations on the OT. Management has made OT available but only for 2 hours a day, 3 days a week: not including Fridays or the weekends. In addition, if there are no supervisors willing to stay after work there will not be OT for the employees. Is there something we could do about that? The OT is also only offered for in the office. It appears to be a one-month trial to see if it pushes more work out. For those that live far from their work locations, like me, it would be more beneficial to come in on a Saturday then to stay after work during the week.

- a. **A.:** (Treas. Ernie Gonzales) I did talk to Trish Alvarado about the limitations, but she was firm on the way it is. We could bring it up again and try to sway them.
A.: (Member Eddie Cortez) I did also notice that with this initiative to push out more work they are cutting corners. For example: they don't want us going to the field with job inspectors. Along with trying to send in permits to certain cities without substructures. They are trying to do the least amount possible to push out work.
A.: (Pres. Raul Reyes) Please continue to gather evidence of this and send me a synopsis of what the problem is so we can investigate.

Meeting Adjourned by: Trustee Angel Sanchez **Second by:** Trustee Dan Parral

At: 5:47 P.M.