

Local 522 Union Meeting Minutes

Date: 6/14/23

Meeting called to order by: Treas. Ernie Gonzales At: 4:06 P.M. Second by: Eddie Reedy

Roll Call: All Officers and Trustee's present with the exception of:

VP Travis Hickman - Absent

Pres. Raul Reyes – Present through Zoom

Flag Salute

Additions & Corrections:

1. ** Were added to the minutes where members wanted to clarify what they said after the fact. What is written between the ** were not said in the meeting.

Approval of Agenda Motioned by: Trustee Angel Sanchez Second by: Michael Parker

Result: Approved

Approval of Minutes:

Minutes from 4/19/23: Minutes read out loud by Treas. Ernie Gonzales.

Q: Shop steward Orvin Wilson asked about making the minutes more available to the members.

A.: Yes, the minutes can be e-mailed to the members. We will work on that.

Q.: A member asked what the "Cope Fund" was.

A.: Pres. Raul Reyes explained that the "Cope Fund" is a voluntary donation of \$2.50/paycheck to fund political action that is union friendly. The "Cope Fund" is not meant to go to any specific political party or politician, instead it is focused on union friendly legislation.

Motion of Approval: Shop Steward Kito Singleton Second by: Pres. Raul Reyes

Result: Approved

Minutes from 5/17/23: Minutes read out loud by Treas. Ernie Gonzales

Q.: Andrew Gott asked if we have fought back on the proposed break changes to Anaheim HQ.

A.: Yes, we are continuing to fight back against the break changes. Also, it seemed like Trish (Alvarado) was not aware of what management was telling the employees. To clarify, we are not required to log onto our computers before the start of our shifts. If you come across a situation like this do not hesitate to contact the union.

Motion of Approval: Michael Parker Second by: Shop Steward Jagpreet Singh

Result: Approved

Trustee Reports:

1. Kelvin Tanji:

a. No Report

i. Q.: N/A

2. Melody Griffin:

a. **CBA Training and Proficiency (5.10 F):** Some jobs require successful completion of extensive off-the-job company training. For such jobs, an employee's new job classification will take effect after the successful completion of training tests at the end of the initial training course. If you go out of order in training and/or tests and fail it may stop you from continuing. Be mindful of the tests you take for a position. For Example: If you accept a position as a Lead System Protection Specialist, NACE training is recommended for the position. If a NACE class becomes available before your Lead Training and take the NACE class; however, if you don't pass it will be viewed as your initial training making you ineligible for the Lead Training Course.

i. Q.: N/A

b. **Security:** Although we do have security at Compton base, today we had a stabbing outside the base. We had to utilize a separate exit. We have voiced our concerns about not having an alternate exit at the base. In the wake of Active shooter training, we feel it is vital to have a separate exit from the base.

i. Q.: N/A

3. Darren Adkins:

a. **Truck Sensors:** In March there was a meeting about the company implementing sensors into the vehicles for tracking purposes. Among other things, the sensor will report to management when an employee brakes too hard or turns too quickly. Pres. Raul Reyes said at the meeting that management is allowed to call employees in but if you have a good reason nothing will happen. If it is justified, the company wasn't going to hold you accountable; (Shop Steward Atkins) but if they are holding members accountable, we need to file a grievance. There may be some employees being reprimanded for the trackers and some not, in that case the company can't pick and choose who they hold accountable with the trackers. They can't pick who's favorable and who's not. *This will be considered an unethical practice and can allow management to discriminate. *

i. Q.: N/A

b. **Profile Revisions:** When the company revises job profiles, they usually make the union aware the changes. It was past practice that the union president would get notified when a

job profile got revised but keep a look out for that. Everyone should pull up their job profile and check to see if it has been revised. They recently revised the Lead Planner profile to include high pressure so keep your eye on it. If you go for a promotion, you may not be eligible due to the revisions.

i. Q.: N/A

- c. **Member Representation:** If a member does not feel they are being properly represented by a shop steward or trustee they need to bring it up to the board. On the other hand, members who are being represented by a shop steward/trustee should come forward. It helps when we can put a face to the complaint/issue in addition to the shop steward/trustee bringing up your complaint/issue to a larger audience.

i. Q.: N/A

4. **Angel Sanchez:**

- a. **No Report**

i. Q.: N/A

Officer Reports:

1. **Treasurer Report (Ernie Gonzales):**

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

i. Beginning Balance (as of May 1 st)	= \$ 327,895.68
ii. Total Deposits and Credits	= \$ 27,974.08
iii. Total Checks and Withdrawals	= (\$ 17,733.46)
iv. Ending Balance (as of May 31 st)	= \$ 338,136.30

1. Q.: N/A

Motion for Approval: Shop Steward Kito Singleton

Second By: Eddie Reedy

Result: Approved

2. **Vice President Report (Travis Hickman):**

- a. **No report.**

i. Q.: N/A

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

- a. **Attendance Policy:** There has been some confusion with attendance policy; mainly with what is considered an occurrence. It was thought that having an excused absence did not count as an occurrence, but it does count as an occurrence. Also, the occurrences stay with you for a calendar year. For example: if you call out sick in November of 2023, that

occurrence doesn't fall off until November of 2024. Additional occurrences without getting dropped off may lead to a less than satisfactory level. Previously, if you called in 1 time for 3 days it was considered only 1 occurrence. The law has changed that to 48 hrs. Now you are able to be sick up to 6 separate days without being an extra occurrence. After the 48 free hrs. the policy is to start a combination of hours and instances equaling occurrences that potentially could lead to disciplinary action.

FMLA: Now that we go into the office, we are finding that members are getting more occurrences. A maximum of 30 days passed the call-in date can be changed from occurrence to not an occurrence with FMLA paperwork filled.

i. **Q.:** Member asked if you have FMLA, does it count as an occurrence.

A.: That would not be an occurrence.

b. **Changes in Bereavement:** It is California state law that you may get 5 consecutive days of Bereavement, but the company will only pay you for 24 hrs. It is stated in our contract that we get 24 hrs. of paid bereavement. After that you may elect to be off without pay or dip into another entitlement, such as (but not limited too) vacation and holiday credit.

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

c. **Covid:** State mandate is still in effect. When we report, ECS puts us out. Per the previous communication back in February or March, the company will not be counting covid leave and it will be unpaid leave. If you are out with Covid and are out of Covid leave your off time will have to dip into other accounts or be off without pay. If you have no entitlements the company considers your absence due to the Covid Policy, an occurrence.

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

Communication:

1. No Report

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

Committee Reports:

1. Joint Steering Committee (Pres. Raul Reyes): Agreement as of last JSC has been signed.

i. **Bilingual Rep:** A special investigation was conducted for the bilingual rep. position. There will be 2 positions allotted for Bilingual rep. The bilingual rep will be offered to current reps but won't become available again until rep vacates the position. When one bilingual rep vacates the position, they will offer that to another rep.

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

ii. **Retaining ETR's:** There have been an increasing number of ETR's leaving the position. We discussed different approaches to retaining the ETR's.

1. Q.: N/A

iii. **Branch Offices Closures:** There may be some branch offices closing. There is no current update on the rate case. The company will argue closing some branch offices upon the results of the rate case, but they will NOT be closing all the branch offices. The company needs approval from the CPUC to close those branch offices.

1. Q.: N/A

iv. **10 Hr. Shifts:** It has been brought to our attention that some employees are being overpaid for 10 hr. shifts. It is still being investigated.

1. Q.: N/A

v. **ADR Training:** As of now, the company is not in agreement with who is ADR (Alternate Dispute Resolution) trained. For those members who have had ADR training in the past the company has changed their definition of ADR training and does not recognize you as trained. Since the company does not recognize members as ADR trained, disputes at a local level will not be resolved. ADR's are now on hold until we can get this sorted out.

1. Q.: N/A

vi. **Truck Sensors:** In addition to Trustee Adkins report on the truck sensors, they were supposed to be a safety feature. A route for better driving habits. Some bases are active with truck sensors. Those bases are Downey, Branford and Whittier. Also, fleet has taken over maintenance of the sensors from the contractors so if there are any issues with the trucks sensors bring it to fleet's attention.

1. Q.: N/A

2. Grievance committee:

a. **Northern Shop Committee (Orvin Wilson):** Northern shop committee has relocated and is currently going over shop rules. New rules have not been agreed upon by management and union yet. The first meeting took place on 6/1/23 to go over; shop committee rules, employees not represented by 522, 8-hour shifts, and customer service issues. Also, verbiage was changed in minutes to reflect 5522 and 4822. Every base should have northern shop committee minutes available and if they don't, they need to contact the union. Additionally, we discussed employees being penalized for coming into work in inclement weather. We don't feel the members should be punished due to weather conditions. We also heard of other employees not represented by 522 who were being punished for arriving late due to bad weather. To that we suggest filing a joint

grievance with other employees, not represented by 522, who have been penalized for coming in late due to bad weather. Hopefully this will repeal some of those punishments. No agreements have been made in shop committee meeting thus far. Next meeting will be on Friday (6/16/23).

i. Q.: N/A

3. Audit Committee:

a. **Taxes (Ernie Gonzales):** We have asked for an extension on the taxes, but they are currently being worked on. We hope to submit soon, within the next month. Another meeting will be scheduled to audit the books.

i. Q.: N/A

Unfinished Business:

1. **By-Laws (Treas. Ernie Gonzales):** The membership will be receiving the By-Laws soon for approval. We would like everyone to look over them, so we are all familiar with them. The By-Laws have not been changed in about 20 years, so we all felt it was time for an update. We hope to mail out the By-Laws soon.

(Continued by Pres. Raul Reyes) Changes: Most of the By-Laws have not been changed. They will be about 4 pages long but here are some of the changes to look out for.

- i. **Term Limit for Shop Steward:** There is currently a term limit for shop stewards that we hope to change.
- ii. **Dues:** We want to cover raising or not raising the dues. Currently there isn't a clear definition on raising dues.
- iii. **New Positions:** We want to add a recording secretary position and increase the number of shop stewards.
- iv. **Officers Duties:** Clearer definitions on officer's duties.
- v. **Grammar mistakes:** We fixed grammar mistakes and introduced gender neutral language.

We will be needing the By-Laws returned by July 6th.

a. Q.: N/A

2. **Lab (Pres. Raul Reyes):** They did have shop last week for the Energy Analysis Center. The topic of contracting NGV out of the lab was brought up but is still being investigated.

a. Q.: N/A

3. **Pac Study (Pres. Raul Reyes):** Pac study meeting for System Protection Analysts and other positions is scheduled for Tomorrow (6/15/23).

a. Q.: N/A

New Business:

1. **Elections (Treas. Ernie Gonzales):** Elections will be in the 3rd quarter of this year (2023). There will be 2 positions up for election; Treasurer and 1 Trustee. We encourage everyone to vote, the more the better.
(Continued by Pres. Raul Reyes) Election Committee: The current election committee includes John Valdiviezo, Raul Reyes, and Melody Griffin.
 - a. **Q.:** N/A
2. **Good and Welfare (Pres. Raul Reyes):** We are currently looking to build a “Good and Welfare Committee”. There is currently a fund where the union sends well wishes to members in times of need, which is generally flowers and a card. Our aim is to expand this to include a more empathetic approach to those situations. Something that goes beyond just a monetary response.
 - a. **Q.:** N/A
3. **Organizing committee (Pres. Raul Reyes):** We were also looking to build an “organizing committee”. The goal with this committee is to provide active communication to the membership at various locations.
 - a. **Q.:** N/A
4. **Contact Committee (Pres. Raul Reyes):** In addition to the previously mentioned committees, we also wanted to add a committee to reach out to the members and get fed back. Gather their needs and wants from various locations and present them to the union.
 - a. **Q.:** N/A
5. **Northern Safety Incident (Pres. Raul Reyes):** There was a recent incident at Chatsworth where an irate customer fallowed an employee into the base and made it inside. Thankfully nothing more happened but please be mindful and vigilant when going into a base. Make sure you are swiping your badge at all locations and look for tailgaters.
 - a. **Q.:** Member (Ryan Lopez) asked if they got into the base through the front door or gate.
A.: Gate and then the back door.
6. **E-board Technologies (Pres. Raul Reyes):** The e-board is looking for updated technologies to better reach the members.
 - a. **Q.:** N/A
7. **Mapping (Pres. Raul Reyes):** Shop meeting scheduled in July.
 - b. **Q.:** N/A

Announcements:

1. **Oxygen Censors (Pres. Raul Reyes):** (IST’s) Be aware that 35 Oxygen censors are scheduled to go out for calibration but there are not many backups. If your oxygen sensor is scheduled to go out soon then get it in by July or as soon as possible.
 - a. **Q.:** N/A

Election of Officers: N/A

Open Forum:

- 1. Disability (Shop Steward Kito Singleton):** It has come to my attention that applying for disability is much easier and faster by doing it online. I advise to get FMLA as soon as you get your doctor's letter. You will need to create an account online with your own password, but it is highly advised to make that account while you are still healthy. Also, make sure your log in information is stored in a secure location and have a trusted person know where it is in case you are incapacitated.

- a. Q.: N/A**

Meeting Adjourned by: Trustee Angel Sanchez At: 5:51 P.M. Second by: Michael Parker

Result: Approved