

Local 522 Union Meeting Minutes

Date: 5/7/25 **At:** 4:00 P.M.

Location: Shakey's Pizza

836 W. Colton Ave., Redlands, C.A.

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

At: 4:04 P.M.

Roll Call:

Pres. Raul Reyes

Vice Pres. Travis Hickman

Treasurer Dan Parral

Trustee Angel Sanchez

Trustee Kelvin Tanji

Trustee Theron Smith

Trustee Jadrec Anongos

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections:

1. **Correction (Rec. Sec. Eddie Reedy):** Remove SPS Committee

Approval of Agenda by: Treas. Dan Parral **Second by:** Trustee Jadrec Anongos

Swearing in:

Members:

Stewards:

Approval of Minutes:

Minutes from 4/23/25 (Read by Vice Pres. Travis Hickman):

Q.: N/A

Motion of Approval: Trustee Angel Sanchez

Second By: Treas. Dan Parral

Result: Passed

Trustee Reports:

1. **Kelvin Tanji:** No report.
 - a. **Q.:** N/A
2. **Theron Smith:** No report.
 - a. **Q.:** N/A
3. **Angel Sanchez:** No report.
 - a. **Q.:** N/A
4. **Jadrec Anongos:** No report.

- a. Q.: N/A

Officer Reports:

1. Treasurer Report (Treas. Dan Parral):

a. Report: Full report given by Dan Parral.

- i. Beginning Balance (as of April 1st) = \$600,649.39
- ii. Total Deposits and Credits = \$34,815.40
- iii. Total Checks and Withdrawals = (\$3,913.89)
- iv. Ending Balance (as of April 30th) = \$631,550.90

1. Q.: N/A

Motion to Approve: Trustee Angel Sanchez **Second by:** Trustee Jadrec Anongos

Result: Passed

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

- a. Q.: N/A

3. President Report (Pres. Raul Reyes):

a. Joint Steering Committee Update:

- i. **Relocations:** The company has started the process of relocating some ETR's. The relocations will follow the outline laid out in Article 5, Section 15 of the contract. What usually happens is that the company deems some areas with not having enough work, so they relocate that workforce to bases that have an abundance of work. Employees could be relocated within 30 miles of their current work location and 50 miles for the outlying districts. The rumor is that Santa Monica needs help with their workload. We may be able to work on a deal with the company, but that conversation started on April 29th and is on-going.

1. Q.: (S.S. Kevin Clark) Is Santa Monica the only base that needs help?

A.: (Pres. Raul Reyes) So far, yes but all relocations are dependent on the size of the workload after the retirement packages are taken. The company should know by May the approximate number of employees needed for relocation, but we still want to meet in June to discuss.

- ii. **Updating Programs:** The company is planning on updating several programs, such as SAP and CIS.

1. Q.: N/A

- iii. **Planning Impacts:** Distribution crews shall be impacted with new business work. There is a rumor that FPA's will be transitioned into LPA's due to the lack of work for FPA's, but nothing is certain yet. More to come.

1. Q.: N/A

- iv. **Branch Office Closures:** The company has notified the union that they plan on closing down all the branch offices. Local 522 does not have any members in

the branch offices but we do plan on supporting our brothers and sisters. Whatever happens to them might affect us and I want to make sure we are there and aware of what happens. This isn't the first time the company has entertained the idea of closing the branch offices. The reality is, we are the only utility that still utilizes in person payment centers. If the company does reduce the workforce and they have seniority, that could impact on our departments.

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

v. **Tentative Agreement:** The company and union have a tentative agreement. The pay will be retroactive to January 1st, 2025, but the contract won't take into effect until July 2025. The union felt that it was too long and agreed with the company to have a couple of things to take effect immediately.

1. **Last Chance Agreements:** If you have an LCA that is more than 10 years old, it will drop off your record.

2. **Sick Time Amnesty:** You will now be able to utilize 80 hrs. of sick time off without an occurrence. Since 2018, the policy was for only the use of 48 hours without penalty but has now been updated to 80 hours.

3. **Distribution Roving Crew:** Employees will now be free to bid into and out of the RCC if they meet the minimum qualifications.

Previously, if a person had prior Distribution experience, they were excluded from entering an RCC CT position.

4. **Arbitrations:** The company will now compensate 2 active members from the union during arbitration hearings.

5. **Representation:** The understanding now is that any union steward/officer can represent an employee within a 50-mile radius, and 75-mile radius for the outlier districts. We almost had an arbitration about this last year. We've been fighting this with the company for a while, but it is now in the contract and effective immediately.

Q.: (Member Cesar Ramirez) So some LPA's will be covering New Business?

A.: (Pres. Raul Reyes) That was not specified but that remains to be seen.

b. **Protocol/Recommended Practice for Interims:** We were made aware that some of our members were getting interims. If you have been given an interim, please contact a steward or officer right away, especially if you have signed it or initialed it. Please understand, don't argue the point, just initial it and ask for a steward. When you do sign it initial it; make sure to draw a solid line at the end of the text and initial there. The

purpose of that is so it shows up to where you agreed too; and if any additional stipulations are added after the signature, it will be clear it wasn't part of your initial interim. Also, request a copy.

i. **Q.:** (Member Marcos Garcia) What if they add something after?

A.: (Pres. Raul Reyes) Contact the union immediately and request a copy. They are legally obligated to provide you with a copy, but only if you request one.

c. **Bidding:** The contract outlines how you bid and who has priority. Page 113 outlines the rules of engagement when bidding. There is **NO** agreement that grants employees priority bidding when transferring locations. That went away in 2005 or 2002, but I'm not sure why that rumor continues to circulate. That practice violates seniority. Line of progression does give you priority though.

i. **Q.:** (S.S. Kevin Clark) Is there an update with the restrictions SPS's were having when bidding into Planning?

A.: (Pres. Raul Reyes) We filed a grievance on it, and the company declined it. The next step would be for the union to file an arbitration. The union's position is that SPS's have equal priority as PPA's. The company decided to change that rule in July of 2024, which is why we are here now. If you put your bid in and you don't get it, please let the e-board know.

d. **5/22 Day:** We will be celebrating for the full week of 5/19/25 – 5/23/25. Mapping will celebrate on the 22nd and Planning will celebrate on the 21st. If you plan on having events or goodies: it must be for a work group, even if you don't have a large group. The proposals need to be submitted by May 19th with an estimate and scope of the activities. All proposals must be approved by the e-board before any funds shall be allocated.

i. **Q.:** (S.S. Kevin Clark) Is there a maximum?

A.: (Pres. Raul Reyes) The local approved a maximum of \$1,200 for each headquarters and an additional \$1,200 to be shared among the remaining regions.

e. **50th Anniversary:** We have the local's 50th anniversary coming up on September 3rd, 2025. We wanted to get a new set of "swag" for the day but are looking for a design. We are open to any design by the members to be voted on. The aim is to have the 50th anniversary, our logo, and any additional personal touches. One idea that was floated around was to represent each of the work groups we represent. For members that want to submit a design, we are setting the deadline of 7/4/25 to have all designs submitted. Hopefully we can have the designs and swag ready by Labor Day.

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

Committee Reports:

1. Shop Committee:

- a. **Orange County (Trustee Kelvin Tanji):** No report.
 - i. **Q.:** N/A
- b. **Pacific (S.S. Robert Gonzales):** No report.
 - i. **Q.:** N/A
- c. **Inland Empire (Pres. Raul Reyes):** Meeting scheduled for 5/21.
 - i. **Office Policy Agreement:** The company has signaled an interest in adjusting the office policy agreement to the extent of annihilating it. I'll have an update after that.
 - 1. **Q.:** N/A
- d. **Northern (S.S. Jagpreet Singh):** No report.
 - i. **Q.:** N/A
- e. **Mapping (Pres. Raul Reyes):** No report.
 - i. **Q.:** N/A
- f. **Energy Analysis (S.S. Leigh Estrada):** No report. Possible meeting in May with new management.
 - i. **Q.:** N/A
- 2. **Communication Committee (Trustee Angel Sanchez):** No report.
 - a. **Q.:** N/A
- 3. **Organizing committee (S.S. Ernie Gonzales):** No report.
 - a. **Q.:** N/A
- 4. **Grievance committee (Vice Pres. Travis Hickman):** No report.
 - a. **Q.:** N/A
- 5. **Audit Committee (Treas. Dan Parral):** No report.
 - a. **Q.:** N/A
- 6. **Good and Welfare Committee (Trustee Theron Smith):** No report.
 - a. **Q.:** N/A

Unfinished Business: None.

New Business: None

Announcements: None

Open Forum:

- 1. **Regional Questions and Concerns:**
 - a. **Memorials for Former Members:** Local members ask if there was some way to put memorials of members who have passed on the website or somehow communicate their passing.
 - i. **A.:** (Pres. Raul Reyes) As long as it is ok with their families, we can do something like that. We'll look further into it.

Meeting adjourned by: Rec. Sec. Eddie Reedy

Second by: Trustee Angel Sanchez

Meeting adjourned at: 5:05 P.M.