

Local 522 Union Meeting Minutes

Date: 3/12/24

At: 4:00 P.M.

Location: Frugatti's

8109 Brimhall Rd., Bakersfield, C.A., 93312

Meeting called to order by: Pres. Raul Reyes

Second by: Trustee Angel Sanchez

At: 4:08 P.M.

Roll Call:

Pres. Raul Reyes

Vice Pres. Travis Hickman (Online)

Treasurer Ernie Gonzales (Online)

Trustee Angel Sanchez

Trustee Melody Griffin (Excused Absence)

Trustee Kelvin Tanji

Trustee Dan Parral

Recording Secretary Eddie Reedy (Excused Absence)

Flag Salute

Additions & Corrections: None.

Approval of Agenda by: Trustee Angel Sanchez

Second by: Trustee Kelvin Tanji

Approval of Minutes:

Minutes from 1/17/24:

Q.: N/A

Motion of Approval: Trustee Dan Parral

Second By: Trustee Angel Sanchez

Result: Passed

Minutes from 2/21/24:

Q.: N/A

Motion of Approval: Trustee Angel Sanchez

Second By: Trustee Kelvin Tanji

Result: Passed

Swearing In:

1. All Members

Trustee Reports:

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

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

2. **Melody Griffin:** No report.

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

3. **Dan Parral:** No report.

a. Q.: N/A

4. Angel Sanchez:

a. **LA Fed:** LA Fed is looking for volunteers to help feed the homeless.

i. **Feed the Homeless:** LA Fed is looking for volunteers to help feed the homeless.

1. Q.: N/A

ii. **Politics:** The LA Fed intends to support politicians in this year's elections that support unions and their causes.

1. Q.: N/A

iii. **Training:** They announced a training to be held at Garfield H.S. on 3/24/24 regarding union rights and activities.

1. Q.: N/A

Officer Reports:

1. Treasurer Report (Ernie Gonzalez):

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

i. Beginning Balance (as of February 1st) = \$413,931.09

ii. Total Deposits and Credits = \$30,470.72

iii. Total Checks and Withdrawals = (\$18,206.70)

iv. Ending Balance (as of February 29th) = \$426,195.11

1. Q.: N/A

Motion to Approve: Trustee Dan Parral **Second by:** Willie Martinez

Result: Passed

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

a. Q.: N/A

3. President Report (Raul Reyes):

a. **Negotiations:** Contract negotiations with the company are expected to start in late May to early June. Membership asked to submit suggestions for negotiation topics to be submitted to the local. A questionnaire regarding negotiation topics will be mailed out to the membership. Membership was asked to ensure that their mailing addresses were up to date and accurate, to ensure clear communication from the local. Raul stated to the membership that it is generally advised for striking workers to have at least 6 months of savings to comfortably conduct a work stoppage action. He also explained members' rights should we work without a contract.

i. Q.: N/A

b. **PACKS:** The PACKS study for the System Protection Specialist group is to be undertaken soon. The union has identified, with the consultation of members of the work group throughout the company, individuals that it feels will best represent the group in

study interviews. The names of the interviewees will not be made public to protect these individuals' privacy.

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

- c. **Conference:** Raul relayed information to the membership regarding the upcoming Regional UWUA conference and the E-board's approval of funds for selected board members and shop stewards to attend.

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

d. **JSC:**

- i. **Sick Leave:** The Company continues to state that in their opinion, up to 48 hours of personal sick leave may be used annually, without penalty. The Company did concede that all 80 hours may in fact be used for Family Sick Leave, without penalty.

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

- ii. **Company Event:** The company event was discussed. It will likely take place in the month of May, but no details have been given at this time.

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

- iii. **Union Representation:** The Company retains the opinion that only union reps can represent members in their same work area, in the case of investigative or disciplinary hearings. The unions disagree and will continue to fight this opinion.

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

Committee Reports:

1. **Shop Committee:**

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

- i. **Vast Numbers:** To be discussed and finalized on 3/14/24.

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

- ii. **Verbiage in Tardy Policy:** Union leadership asked that if a member was late due to unforeseen traffic caused by an accident on the way to work, that the member not be charged an occurrence for this circumstance beyond his/her control. Management stated that only if two or more employees were caused to be late to work for the same traffic incident, would they consider not charging an occurrence.

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

b. **Pacific:** No report.

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

c. **Inland Empire (Pres. Raul Reyes):** No report.

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

d. Northern:

- i. Letter of interest:** Northern Shop asked that planners be allowed to submit letters of interest, when a position opens up within a work group. Company agreed to allow letters of interest be submitted by members when openings occur.

1. Q.: N/A

e. Mapping (Pres. Raul Reyes): No report.

i. Q.: N/A

f. Energy Analysis (Pres. Raul Reyes): No report.

i. Q.: N/A

2. Communication Committee (Trustee Angel Sanchez):

- a. Contact Information:** Reiterated to members the significance of ensuring their contact information was up to date and accurate to ensure clear communication between the union and members.

i. Q.: N/A

3. Organizing committee (Treas. Ernie Gonzales): No report.

a. Q.: N/A

4. System Protection Committee (S.S. Orvin Wilson):

- a. Contracted work:** It is very necessary for members to gather as much information as possible regarding contracting out fenced in work for the union to build a case.

i. Q.: N/A

5. Grievance committee (Vice Pres. Travis Hickman): No report.

a. Q.: N/A

6. Audit Committee (Treas. Ernie Gonzales): Scheduled to meet for the audit on 3/20/24.

a. Q.: N/A

Unfinished Business:

- 1. 522 Day (Pres. Raul Reyes):** We want to show support for and solidarity with our local. We are asking the membership to participate in 5/22 day. The goal is to make a statement to management especially with contract negotiations approaching.

a. Q.: N/A

New Business: None.

1. Q.: N/A

Announcements: None.

1. Q.: N/A

Open Forum: None.

1. Q.: N/A

Meeting Adjourned by: Trustee Dan Parral **Second by:** Trustee Kevlin Tanji **At:** 5:23 P.M.