

Local 522 Union Meeting Minutes

Date: 3/20/24

At: 4:00 P.M.

Location: BJ's

460 The City Dr., Orange, C.A.

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

Second by: Member Jadrec Anongos

At: 4:12 P.M.

Roll Call:

Pres. Raul Reyes (Excused Absence)

Vice Pres. Travis Hickman

Treasurer Ernie Gonzales

Trustee Angel Sanchez

Trustee Melody Griffin

Trustee Kelvin Tanji

Trustee Dan Parral

Recording Secretary Eddie Reedy

Flag Salute

Additions & Corrections: None

Approval of Agenda by: Trustee Angel Sanchez

Second by: Treas. Ernie Gonzales

Approval of Minutes: None

Trustee Reports:

1. Kelvin Tanji:

- a. **OC Vast Finalized:** VAST was finalized. All the vacation slots and hybrid schedules were allotted. Additional hybrid slots were given to all planning groups except DIMP.

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

- b. **IST Group:** No changes to the IST group at the moment.

i. **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:** Brochures were gathered, and they should be uploaded to the Local 522 website by now. It is to our advantage to have the LA FED in our favor. It comes down to if we strike, they have a lot of numbers to back us up.

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

Officer Reports:

1. **Treasurer Report (Ernie Gonzalez):** Report approved by members at the General Meeting on 3/12/24.

- 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

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

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

3. **President Report (Travis Hickman):**

- a. **Negotiations:** No report.

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

- b. **PACKS:** We recently had a ruling that awarded Leakage Clerks with a 1 step bump up in pay. It was taken to arbitration, and we won. Transmission also got a step up in pay grade, but they didn't have to go through arbitration. Next up will be SPS and WOC's.

- i. **Q.:** (Trustee Melody Griffin) Will the PACK study for SPS begin before negotiations?

A.: (Treas. Ernie Gonzales) Yes. Negotiations are expected to begin May 30th but SPS's are in the process of getting contacted for interviews for the PACK study.

Q.: (Member Jadrec Anongos) Can more groups be added for the PACK study?

A.: (Treas. Ernie Gonzales) That would have to come from the new contract after negotiations. There is usually a list we give the company. They review the list and response. Some groups get an automatic upgrade, others go through the PACK study, and some don't get selected to proceed at all. For example, the ETD'S got an automatic upgrade but the CT's were not considered at all. I'm sure we will bring up the CT's for PACKs again at these negotiations.

Q.: (Member Eddie Cortes) Why does it take this long for the PACK study? If the SPS's do get upgraded will there be retroactive pay awarded?

A.: (Treas. Ernie Gonzales) The company drags their feet with it. We used to have a vendor that did the work. Since the vendor left the company has been dragging their feet to get this done. As for the retroactive pay, I doubt the company will agree to that but that's something that can be discussed during arbitration.

A.: (Trustee Dan Parral) It's a new process. Since the company and the union

must come to an agreement on what the new process will be, the company has been dragging their feet with it.

Q.: (Trustee Melody Griffin) Have they decided what questions to ask?

A.: (Treas. Ernie Gonzales) We don't know what questions will be asked but we are consulting with leading members of the SPS group in all regions, so they are prepared.

Q.: (Trustee Angel Sanchez) Would it be possible to integrate the upgrade in pay into the next contract? Can they just get the automatic bump?

A.: (Treas. Ernie Gonzales) If the PACK study isn't completed by then, then it is a possibility. We would have to bring it up though.

- c. **Conference:** All regional conferences have been postponed, including ours. It seems there are a lot of negotiations happening this year and locals would have had a heavy presence at the conferences, so nationals decided to postpone the regional conferences. Our regional conference was supposed to take place in April.

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

- d. **JSC:** No report.

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

Committee Reports:

1. Shop Committee:

a. Orange County (Trustee Angel Sanchez):

- i. **Verbiage integrated into Office Policy:** There was nothing in writing in OC shop regarding letters of interest when wanting to go to a different work group. We had an incident where someone there wanted to jump to a different group but didn't have that letter of interest and without it, they cannot bid because they already hold the same title at the same base. The LOI verbiage was integrated into Anaheim Headquarters Office Policy to prevent any future misunderstandings. With this situation, we didn't know that position existed, so no letter of interest was submitted. The spot is in Compton and Chatsworth, but we didn't know it was in Anaheim as well.

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

- ii. **Tardy Policy:** Management said they would not remove "accidents" from the tardy policy. We had an incident where a member came in a minute late due to inclement weather and an accident. Past practice has been to accept it due to it being out of our control, but in this case the member was told to fill out a tardy slip. We tried to get that verbiage removed from OC shop but according to management we must be here regardless.

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

iii. Security Guard at Anaheim: Corporate security suggested that we should not have a security guard at Anaheim due to the low crime rate. A PA at Anaheim spoke to a manager that lives in a neighboring building and she said they are calling police officers daily due to auto theft and vandalization.

1. **Q.:** (Member Mike Parker) Do they know guys are breaking in through the fence and stealing catalytic converters?

Q.: (Member Jadrec Anongos) How should we go about making a report? Can we report past incidents, and should the union be CC'd in these e-mails?

A.: (Treas. Ernie Gonzales) E-mail your supervisor and they should be contacting corporate security. You can CC us if you want. If something happens to you directly then I would definitely CC the union when sending that to your supervisor.

b. Pacific (S.S. Robert Gonzalez): Shop meeting on 3/20/24. There were no topics pertaining to 522. Some topics were brought up by 132 and Chemical. One topic that was addressed was the absence of speakers in the old dispatch office area [hotel station]. If there were an emergency that side of the building would not hear the announcement. The company did say that a ticket was issued to facilities and are looking into installing new speakers. I was in there when they ran the test, and I was able to hear the speaker. It was also brought up that there is a lack of parking at Compton HQ.

i. **Q.:** (Trustee Melody Griffin) Where did you do your test from? I was there today, and I didn't hear any test.

A.: (S.S. Robert Gonzales) We did the test in the motel station with the door open, but I am not sure about the other side of the cubicles. From where I was at, I could hear the speaker.

c. Inland Empire (Vice Pres. Travis Hickman):

i. **Vacation Selection:** Inland Empire Region finalized vacation selections. DIMP got shut down, but we were able to get extra spots for planning.

1. **Q.:** (Member Borg Zambrano) How many slots were allotted in total?

A.: (Vice Pres. Travis Hickman) I don't know the exact number, but I believe they bumped it up from 11 or 12 slots to 14. Since we have about 25 employees, those slots cover everyone.

ii. **Clock Calibration:** Inland confirmed that facilities appear to be calibrating the clocks in Redlands HQ per the agreement in shop. At one point they said we need to utilize the computer clocks but that goes against the shop agreement.

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

iii. **On Call Removal:** The company informed the union that it intends to remove on call from Palm Desert and Yucca Valley districts and switch them over to the ARCOS list.

1. Q.: N/A

iv. **Safety in the Region:** We are still arguing about safety in the region; specifically, night safety for Distribution and safety committee members in Redlands HQ. Pre covid it got shut down, but recently started up again. The issue is that there is a high presence of management. They decided that a management representative was needed from every department, the problem is that some departments are only management. So, they ended up with over 20 managers to about 12 represented employees. We are scheduled to meet on the 27th to finalize a solution.

1. Q.: N/A

d. **Northern (S.S. Jagpreet Singh):** Shop meeting on 3/20/24. 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.

i. Q.: N/A

2. **Communication Committee (Trustee Angel Sanchez):**

a. **Member Updated Information:** We are almost done with collecting every member's updated phone number and e-mail for our records. This will be valuable in communicating with our members during negotiations. We are about 80% done. I have resorted to using teams on my own time when I can't get a hold of them.

i. Q.: N/A

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

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):** We had a few hearings recently. Unfortunately, the company decided we were wrong. We are still working on correcting that for the future. We have scheduled to meet on the 9th of April to go over old cases with labor and clear them up.

a. Q.: N/A

6. **Audit Committee (Treas. Ernie Gonzales):** Audit scheduled for 3/20/24. We are about %50 complete but we will need to schedule another day to finish it.

a. Q.: N/A

Unfinished Business: None.

New Business: None.

Announcements:

1. **Sandra Moran's Services (Vice Pres. Travis Hickman):** We donated over \$1,200 to Sandra Moran's family. It was a beautiful ceremony, and her husband expressed his appreciation.

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

Open Forum:

1. **Contracted IST work (Member Mike Parker):** I've recently heard through a friend that the AE's are using a 3rd party to conduct IST work. My understanding is that a bunch of AE's got terminated. I haven't personally seen it and I've only ever had to request an AE once. Maybe we can survey the IST's to see if it's going on elsewhere?
 - a. **A.:** (Vice Pres. Travis Hickman) If anyone hears anything please let us know. Take pictures, save e-mails, etc. Any proof and documentation would be helpful. We will investigate it.
2. **Key FOB reports (Trustee Melody Griffin):** Compton Supervisors are receiving reports displaying the number of times an employee starts to drive before utilizing their FOB. At the EAC an employee was counseled and included in the discussion was not using the FOB before driving.
 - a. **A.:** (Vice Pres. Travis Hickman) If any repercussion happens, please ask for a steward.
Q.: (Member Dave Ferris) Our boss said they are not going to be generating reports on it. Did they explain where this is coming from? We are already signing out the vehicles, why is it necessary to also track us with the key FOB?
A.: (Vice Pres. Travis Hickman) No.
A.: (Trustee Melody Griffin) Some of the FOBs are not working properly with the vehicles. Employees are tapping and holding their FOBs waiting for the three beeps signaling a successful connection. While the employee is driving the vehicle will start beeping constantly until employee repeats the process again. Which could potentially be a safety issue.
A.: (Member Mike Parker) In my van I have to hold it there for 2 minutes or it wont register.
3. **Inland planning (Vice Pres. Travis Hickman):** We have been having issues with PM's overreaching into planner duties. They were completing WOA's but still making planners go back and fix their mistakes. It's the same thing with RER's. If you run into this issue, please let us know. We even had one PM completing pre-requisites. Keep an eye on your jobs. Not only are they managers but they may also be contractors. If you run across it, screen shot it and document it. Let us know so we can build a case for it.

a. **Q.:** (Member Jadrec Anongos) Why do they have access and why can't we restrict their access?

A.: (Vice Pres. Travis Hickman) They've been given access to help us, but if you go into your job and see some work already completed let us know.

4. Management asking for quotes from contractors (Member Dustin Swinford): Has anyone heard of management asking for quotes from contractors so they can compare the prices?

a. **A.:** (Vice Pres. Travis Hickman) In our High Pressure meeting they are trying to work on a unit rate to base our pricing on. That may be part of it but I'm not sure. If they're asking you to do odd work let us know.

Q.: (Trustee Angel Sanchez) I have also been getting e-mails from management for quotes on jobs that were already completed. They've asked me to see if it could be planned in a different way and if it could affect the cost. Is that part of it as well?

A.: (Vice Pres. Travis Hickman) That could be part of it as well. I'm not sure.

Q.: (Member Ryan Lopez) Could it be a lack of oversight on the contractors and/or the inspectors?

A.: (Vice Pres. Travis Hickman) That could be it. On the high-pressure side, we usually have a gas company representative there on site, so they can't overstep. But at medium pressure the inspectors may not be there, and the contractors are free to do whatever they want, potentially driving up the costs.

Q.: (Member Ryan Lopez) I've worked with inspectors before, and I don't mind assisting them. But how far should we go in helping them find materials? Where is the line where we are doing their work?

A.: (Vice Pres. Travis Hickman) Normally when you order a part the request goes to Pico Rivera. Pico Rivera then notifies you when it's done. Once the MIR is in, it's their job to find the part. I'm not sure if it's them stepping into our duties but it's something we can look into. If you feel they are overstepping, let us know.

Meeting Adjourned by: Rec. Sec. Eddie Reedy **Second by:** Treas. Ernie Gonzales

Meeting Concluded at: 5:08 P.M.