

Local 522 Union Meeting Minutes

Date: 9/11/24

At: 4:00 P.M.

Location: Black Bear Diner

7900 Florence Ave., Downey, CA, 90240

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

Second by: Trustee Angel Sanchez

At: 4:05 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 (Pres. Raul Reyes):** Moment of Silence 9/11.
2. **Addition (Pres. Raul Reyes):** Social Media.

Approval of Agenda by: Trustee Angel Sanchez

Second by: Trustee Dan Parral

Swearing in:

Members:

Stewards:

Approval of Minutes: None.

Moment of Silence: 9/11

Trustee Reports:

1. **Kelvin Tanji:** No report.
 - a. **Q.:** N/A
2. **Theron Smith:** No report.
 - a. **Q.:** N/A
3. **Dan Parral:**
 - a. **Meeting Meals:** I do want to reiterate that our local has a standing motion of a \$35 limit per person for our meetings. We don't really enforce it, but I have noticed that some members far exceed that amount at our meetings. I feel it is an unnecessary expenditure. We need to draw the line somewhere and keep ourselves accountable. (Pres. Raul Reyes)

To echo that, we set our expenditures for the year, and we anticipate 30/40 people per meeting and set our budget for that amount. Many locals don't provide this. Keep in mind that it isn't a "free meal". We do appreciate everyone here and everyone online, we just don't want to abuse it. We try to pick locations where we won't exceed that \$35/person amount, and we just ask the members to be mindful.

i. Q.: N/A

4. **Angel Sanchez:** No report.

a. Q.: N/A

Officer Reports:

1. **Treasurer Report (Treas. Ernie Gonzalez):**

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

i. Beginning Balance (as of August 1st) = \$500,860.65

ii. Total Deposits and Credits = \$32,508.21

iii. Total Checks and Withdrawals = (\$21,999.69)

iv. Ending Balance (as of August 31st) = \$511,369.17

1. Q.: N/A

Motion to Approve: Trustee Dan Parral **Second by:** Trustee Angel Sanchez

Result: Passed

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

a. Q.: N/A

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

a. **Negotiations:** The current contract is set to expire on October 1st. A lot can happen from now until then. There has been a lot of communication coming from the company and 132, but I would suggest our members jump on the Negotiations update meetings we have. We have another coming sometime next week or the following week. Be on the lookout for that e-mail. The bottom line is, there is a lot of stuff still on the table. I think there are less than 20 items agreed to that we hope will be a combined package to vote yes or no on. The intention of the local is not to sway you in any direction, instead the goal of the local is that you are properly informed to make the right decision for you. If you have questions feel free to ask. Once we have a final contract, we will go over the details in the negotiations meetings. If there are any questions that pop up, we will go over it in detail.

i. Q.: (Member Jorge Salcido) I feel we are in the dark with negotiations. I want to be informed before I cast my vote. I had to hear from another member in another local about our upcoming strike authorization vote. It would have been nice to hear it from our local. Other than a raise and our medical going up, what else is being discussed? What proposals have been made and/or counters? It doesn't

just fall on your [Pres. Raul Reyes] but I'm asking to get information from the stewards as well as anyone else representing the 522 leadership. I feel we need to communicate more.

A.: (Pres. Raul Reyes) Heard. The company traditionally tries to sway your vote. The information that they have been distributing could be a way of just stirring the pot, with no intention of being in the final talks. Through these negotiations I've seen an amplified effort to engage the employees and sway their vote. I believe one local and the company are guilty of that. One thing that was agreed on was to get rid of "line of progression" but that will only affect 132 members. The other locals did not agree to that.

Q.: (S.S. Robert Gonzales) How will the absence of "line of progression" work?

A.: (Pres. Raul Reyes) Honestly, I will find out with you. But our line of progressions will stay the same. I didn't see any survey that wanted that, but it won't affect 522, excluding the IST's. I'm guessing that it will go something like if you are a PA and want to go into FPA you would be able to, but FPA would not be able to go to PA, as long as the qualifications are met. Transmission is also protected in their line of progression. I'm not sure how everyone feels about it but that's something you'll be voting for. I've heard a lot of uproar about the company coming in with a 3% increase in pay. Although we are not aiming so low, I would like to remind everyone that in all the negotiations I've been in I've never seen the company come in that high. They usually come with less than %1.

Q.: (Member Joel Schuette) Could we propose to make all positions 1 pay grade higher?

A.: (Pres. Raul Reyes) The union did propose that, but the company shot it down. Claiming that it was a response and not a proposal. There is a proposal the union created to better represent you, and they came back with something worse than it is now. They do have the right to pull it back. It's a tactic they use. I'm sure it's to rile people, but the reality is the company does not care if the proposals are good, bad, or different, their only concern is cost. Keep in mind, what you read is not that the company is being giving, it's more so that their being frugal and trying to eliminate future expenses. I will go over more stuff at our negotiations update meetings. Please remind everyone to update their information to get on the distribution list so everyone is informed.

Q.: (Member Ryan Lopez) Do we have a range on how high or low we are willing to go for raise increases?

A.: (Pres. Raul Reyes) We will fight for as high as we can get but I won't share

exactly what those numbers are. It was publicized that we asked for %65 and that is true.

Q.: (Member Andrew Gott) Is the union bringing numbers and facts from other negotiations to the table as references?

A.: (Pres. Raul Reyes) Yes, we are presenting as much information as possible. I've even presented e-mails as proof.

A.: (S.S. Leigh Estrada) Seems like they're using us as pawns in the rate case.

Q.: (Vice Pres. Travis Hickman) Does the union have access to PGE and SDGE's recent contract to show the rates they've gotten?

A.: (Pres. Raul Reyes) Yes, but the company argues that they are "a different area and more expensive".

Q.: (Member Marvin Harris) Why won't they implement the pay grade increases until July of 2025?

A.: (Pres. Raul Reyes) I caught that as well. I'm not sure but in the bulletin, they sent out it states that the upgrades won't take effect until July 2025.

Q.: (Member Ozzy Covarubias) Is there a "no-go line"?

A.: (Pres. Raul Reyes) Yes, in a way. The way legal works, if they have something on the table, we are required to take it into consideration and challenge it. They can implement it if we ignore it.

Q.: (Member Ozzy Covarubias) Has the union brought up and proposed 9/80 schedules?

A.: (Pres. Raul Reyes) Yes. Both sides had proposals including it.

Q.: (Member Vidal Trevino) I've heard 132 say to vote no on the first contract. Is that your standing?

A.: (Pres. Raul Reyes) My standing is that if it meets your needs then vote yes. If it doesn't then vote no., I have heard of that and I spoke to their leadership about it. We are not trying to sway your vote.

- b. Strike Authorization Vote:** The reason you didn't get any information from local 522 is because we were still haggling with the other locals on how to go about doing it and costs. We finalized an agreement with the 3 entities today and you should be getting a communication from local 522 soon. It is a "strike authorization" vote and not a vote for a "strike". We apologize for not communicating this earlier, but we hadn't finalized the details until today. The flyer was dropped prematurely. You are welcome to bring members of the chemical workers union, but they will not be allowed to vote. The bottom line is that if we do go on strike, it does affect every aspect of your life. I talked to members who are enthusiastic about going on strike but can't afford it. If we go on strike, you will not have access to your medical. On the other hand, if we do a "work action" I

don't know if that will be available. There are many outcomes that may come after October 1st; we may have a new contract, extension, or no contract. It is not set in stone that the contract will expire on October 1st, but we need to be ready for anything.

i. **Q.:** (Member Jorge Salcido) Why is it strictly in person?

A.: (Pres. Raul Reyes) Per our bylaws, we can cast our vote by mail, but it would require 2/3 approval from the membership to ratify. If we do it in conjunction with the other locals the council's bylaws will take into effect. The council's bylaws require a %50+1 of those in attendance to ratify. So, it is important that you do go and vote. The authorization doesn't mean we walk out on October 1st, but we will have the ability to withhold our labor. The company is already preparing by hiring more contractors and hiring back former employees.

Q.: (Member Jorge Salcido) Are we considered first responders, and will we be required to go back to work for an emergency? Is there any entity that can force us back to work?

A.: (Pres. Raul Reyes) Yes. There is a lot more to discuss on that, but the goal is to reach an agreement with the company to avoid that.

Q.: (Member Jorge Salcido) Are we looking at the same percentages as 132?

A.: (Pres. Raul Reyes) I'd say it's about 50/50. It is divided but by individuals and not by locals. At the end of the day, we have our limits of what is acceptable. There is also experience to consider.

Q.: (S.S. Jadric Anongos) Is the strike authorization only for UWUA? If so, how does that work with the chemical workers union?

A.: (Pres. Raul Reyes) To be honest, we are letting the attorneys sort that out. We haven't had a final answer yet. They are still having the same conversations with their members as we are.

Q.: (Member Dan O'Brien) Could there be a premium associated with high pressure work for planning?

A.: (Pres. Raul Reyes) There are 77 proposals and that one is still in the mix.

Q.: (Member Ryan Lopez) If we strike and the company hires contractors; will we get reinstated? Will that affect our pension?

A.: (Pres. Raul Reyes) I would not accept an agreement that wouldn't allow us to all come back to work. Everyone should understand that there are different types of strikes. An economic strike is when the company can replace all of us. The law says that they are not required to give us raises and they are allowed to say we are not giving us anything. A ULP strike on the other hand is an unfair labor practice. If they violate the rules of labor law, we can walk out of that, and

the law protects us. For any strike they have a contingency plan. For me [Pres. Raul Reyes] as your principle negotiator, I would not accept a deal that doesn't accept us all back. Our bylaws say we can negotiate on our own.

Q.: (Trustee Angel Sanchez) Do we need to register to vote?

A.: (Pres. Raul Reyes) The event holds 1,200 people. If there are 4,000 people that show up, what will you do with all of them? The idea to register is to see who is coming and get a number. You don't need to register. You're more than welcome to stay for the whole event but if you just want to go in and vote you can find one of us, identify yourself as a 522-member, vote, and be on your way. Bring identification just in case.

Q.: (Member Ryan Lopez) Who picked the date?

A.: (Pres. Raul Reyes) The event space picked the date. We gave them options and that's what they came back with.

Q.: (Member Vidal Trevino) How long can a strike fund support the local?

A.: (Pres. Raul Reyes) We don't have a strike fund. If we did have a strike fund, it is not meant to supplement wages for the membership. The strike fund could only be used to for the actual strike itself. Such as, paying for signs, shirts, attorney fees, etc.

Q.: (Member Andrew Gott) Do we have any funds that would supplement our wages if we got on strike?

A.: (Pres. Raul Reyes) We do not. There are some unions that are large enough that can but not us.

September 22nd. 10 a.m. – 1 p.m. -am.

There is a parking surcharge.

Wear 522 gear to be identifiable.

- c. **Social media:** With all that is happening there may be some temptation to vent, pose a question, etc. on social media. We do have a website, Facebook page, and zoom account that you pay for. Please utilize those medians for information and to contact us. If you have questions and put it on the 522 Facebook page, it is sanctioned. The other Facebook page is not sanctioned or an approved website. A lot of the questions and answers on the other Facebook page are uneducated and sometimes inappropriate. Someone else is filtering that page who may or may not have their own agenda. If you go there for entertainment, go for it, but please do not post sensitive information on there. Some of the members of that page are not union members. If you feel the need to contact me directly my phone number is 626-862-4256 and my e-mail is raulreyes78@gmail.com.

i. **Q.:** (Member Jorge Salcido) Could there be charges for promoting a false narrative?

A.: (Pres. Raul Reyes) I think so, depending on the information.

d. **Inland Empire Council:** We joined the Inland Empire Labor Council with membership approval.

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):** We met today. We discussed VAST and the OT eligibility list. The company is lagging on getting info for us.

i. **Trade in Days:** The office workers have finalized the ability to trade work from home days with other employees. We are slowly working that flexibility into the language. For now, it is only once a month.

Q.: (Member Ozzy Covarubias) Has the topic of working 4/10's been discussed?

A.: (Vice Pres. Travis Hickman) It has been brought up several times, but the company continues to deny it. But we will continue to bring it up.

Q.: (Member Jorge Salcido) How does that work for planners who have meetings on their work from home days that can't be rescheduled?

A.: (Vice Pres. Travis Hickman) That would be something you could trade for. But don't give your work from home days away. That's why we implemented this trade.

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):** Met on the 15th to discuss on-call schedule.

i. **Schedule Revision:** The company did not follow the CBA when revising the schedule. We were able to get it back to the way it was when it was first established, however after the meeting took place supervision decided to implement a new system outside of shop.

*The union will be following up with this. *

Q.: N/A

2. **Communication Committee (Trustee Angel Sanchez):** No report.
 - a. **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):** No report.
 - a. **Q.:** N/A
6. **Audit Committee (Treas. Ernie Gonzales):** No report.
 - a. **Q.:** N/A
7. **Good and Welfare Committee (Trustee Theron Smith):** No report.
 - a. **Q.:** N/A

Unfinished Business: N/A

New Business: N/A

Announcements: N/A

Election Nominations:

1. **Secretary Treasurer:**
 - a. **Kelvin Tanji:** Nominated by Sec. Treas. Ernie Gonzales
 - i. **Accepted.**
 - b. **Jagpreet Singh:** Nominated by member Joseph Shapiro
 - i. **N/A:** Nominee must send in proxy or attend next meeting to accept nomination.
 - c. **Melody Griffin:** Nominated by member Dan Garcia.
 - i. **N/A:** Nominee must send in proxy or attend next meeting to accept nomination.
2. **Trustee:**
 - a. **Dan Parral:** Nominated by Trustee Angel Sanchez.
 - i. **Accepted.**

Open Forum: N/A

Meeting Adjourned by: Rec. Sec. Eddie Reedy

Second by: S.S. Jadric Anongos

Meeting adjourned at: 6:02 P.M.