



Utility Workers Union of America, Local 132

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DATE: 11/3/25

Recently, Brian Alanis sent a request to the Union office requesting an update to grievance 22-G-132-11-2-113. This grievance relates to the Gas Ops Swing Shift that was instituted in October 2022. Rather than only responding to Mr. Alanis' inquiry, I feel it is important to provide information to the entire Union. The following is a timeline of events for the grievance as per the paperwork in the grievance file:

- 6/20/22 SoCalGas notified the Joint Steering Committee that an off-hour shift for Gas Operations (Distribution) would be implemented in the October 2022 shifts and schedules (No paperwork in the file. Verified with notes from Mike Cormode)
- 11/2/22 Joe Moreno filed a grievance (22-G-132-11-02-113) regarding the implementation of the Gas Ops Swing Shift
- 11/9/22 SoCalGas responded to the grievance stating there was no violation of the CBA in implementing the Gas Ops Swing Shift
- 11/9/22 The Union requested a 2nd step hearing on the grievance
- 11/21/22 SoCalGas informed the Union the grievance was untimely, as it was filed more than 90 days from the date of notification to the Union
- 11/28/22 The Union requested arbitration on the grievance
- 12/1/22 The Union sent a letter to SoCalGas objecting to the decision that the grievance was untimely
- 12/13/22 SoCalGas responded to the 12/1/22 letter stating that, in 2018, the Union filed a grievance regarding the consolidation of dispatch offices stating, "The Company *intended* (emphasis mine) relocation of ARSO and Customer Service Dispatch employees from their locations violates the CBA." Per the Company's letter, "This clearly demonstrates that the Union is aware of its obligation to grieve issues timely from the point they are made aware of a decision." This case came before an arbitrator, wherein the arbitrator determined "the grievance was not premature because the Union did not wait until the action has already been implemented."
- 1/4/23 The Union responded in opposition to the decision and stated, "The Company can expect a National Labor Relations Board charge and petition to compel arbitration."
- 2/16/23 The Company sent a letter to the Union stating, "As a courtesy, the Company is reminding the Union that under the CBA they have until February 19, 2023, to file a separate grievance on the timeliness issue related to grievance #22-G-132-11-02-113." Current Union leadership is unable to locate any such grievance on the issue.
- 5/9/23 A Non-Precedent Settlement Agreement (NPSA) was signed by Joe Moreno and David Cameron agreeing to the following:
 - The Union will withdraw NLRB Charge No. 21- CA-309314 with prejudice
 - The Union is not required to file a separate grievance on the timeliness of grievance 22-G-132-11-02-113
 - The parties agreed to hold an arbitration hearing on the timeliness of the grievance. If the arbitrator determines the grievance was timely, it would proceed to arbitration on the merits of the grievance itself.
- There is no record at the Union office of an arbitration taking place on the timeliness of the grievance.

Per the recent email from Brian Alanis, the Grievance Committee voted to arbitrate the grievance. There is no record in the file of this vote. Brian Alanis was the Business Agent at the time of the grievance until December 2023. Joe Moreno was the President of the Union from the original filing of the grievance until March 31, 2025. Neither Mr. Alanis nor Mr. Moreno chose to go forward with arbitration on the case. In discussions with Mike Cormode, who replaced Brian Alanis as Business Agent, Joe Moreno directed Mr. Cormode to not proceed to arbitration in an effort to settle the issue during negotiations. There is a note in the file supporting this that, on 2/29/24, Joe Moreno gave directions to hold the file. Per the CBA, the grievance is considered closed as of 11/2/25, which is 3 years from the date of the filing of the grievance. Since this matter is considered closed, if you schedule an appointment, the file may be viewed at the Union Hall.

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