



## *Utility Workers Union of America, Local 132*

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DATE: 10/22/25

Members:

I want to update everyone on some grievances that I am currently handling. For some background, Bill, Steven, and I have had several discussions over division of labor for the different issues that need to be addressed by the Local that may not specifically be addressed in our Bylaws, in addition to our duties under the Bylaws. As such, we have agreed that, in general, Bill will be overseeing issues outside the Local. This would include items like CPUC issues, interactions with the other Locals, and public events where he is representing the Local to the public. I will be handling system-wide grievances because of my position on the Joint Steering Committee and my previous experience as the Business Agent. Steven will be the point person for other grievances and protest hearings. We always work collaboratively and keep each other updated on the issues facing our Union, but there does need to be a point person for members and others to contact with questions. As always though, members are free to reach out to any one of us with questions.

With that information, there are two system-wide issues for which grievances have been filed. The first is the Company's implementation of CBA section 7.1 regarding layoffs. On July 28<sup>th</sup> this year, the Unions received a letter from the Company that the Company declared a shortage of work in accordance with Article VII, Section 7.1 of the CBA. Because we were notified of the decision on July 28, that started the clock on our 90 day window to file a grievance on the issue. The Unions met, discussed, and agreed that the prudent course of action would be to do our due diligence through filing information requests, speaking to a sampling of members that are in the affected departments, and working with our attorneys, rather than hastily filing grievances that were not properly investigated and prepared. We filed our first information request on August 8<sup>th</sup>. Since then, we have several formal requests and follow-up requests. We still have not received responses to all of the requests that have been sent to the Company. After multiple meetings with the Unions and our attorneys and reviewing the available information from the Company, a system-wide joint grievance was filed today in response to the Company's implementation of Section 7.1 on behalf of Local 132 and ICWUC Locals 350c, 478c, and 995c. In addition, other grievances have been filed on behalf of Local 132 individuals for isolated issues that are specific to how the Company handled 7.1 for that individual.

The second system-wide issue is relating to the Company's use of section 5.15 (Employee Redeployment). One is relating to employees moved to the Santa Monica base. The second case is relating to a wider application of the section. Two grievances have been filed, both of which are already being scheduled for arbitration. It appears the arbitrations on those cases will be in February or March next year due to the availability of the arbitrator and the attorneys.

If you have any questions, please reach out.

Regards,

Mike Cormode

Secretary/Treasurer – UWUA Local 132

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