



Utility Workers Union of America, Local 132

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President Report: August

9/8/25

Brothers and Sisters,

The past several months has been a rough journey for everyone, and we are exploring every avenue to fight for our members. We have continued to listen to everyone's concerns and will continue to work until solutions are found. We understand tensions are high as we navigate through this. We want you to know what we have been doing and will be doing in the coming weeks.

Bylaw change requests are being asked for submission by 9/26/25. Once the Bylaw Committee has reviewed all submissions, a proposal will be submitted to the Executive Board for review.

I attended the safety congress to have presence out with the members as well as confront the Company on what they are doing to maintain our member's jobs and job security with Hydrogen transitioning. Our National President was also in town during this time, and we seized every moment to fill him in on the current issues we face, and get his input on solutions that are available.

The organizers and I had a meeting with Congressman Dave Min to talk about SB1221 (decommissioning of natural gas pipelines). In this meeting we confronted him about the purpose of the Bill and how it is affecting our membership. Because of these adverse effects we asked for support in current CPUC matters like funding for leak abatement (G-3605).

The Grievance Committee has continuously been working to meticulously cut down the backlog of grievances to clear up space for new grievances that have been filed and need urgent attention. As a result, arbitrations are being scheduled as an urgent priority.

We continue to have multiple virtual Executive boards to save costs. We try to keep our regionals and trustees updated constantly, so we are on the same page. We also have had several trainings: regional, steward, first step grievance process, and grievance committee to name a few. We plan to have many more training courses and offer them to our members like: Labor on a PHD level from university, bargaining, and negotiations.

We are in the process of establishing a workplace handbook and policies with third party help. Our local has a history with leadership that does its own thing. We plan to stop that practice. The Union members of the Joint Steering Committee have met without the Company multiple times to work together against current issues with the Company. We have shown this with constant updates. During this time, we also met with the Company to confront them about their misinterpretations of the CBA.

Since coming into the office, we were faced with a ballon payment that was due in August. We explored

our options and selling the building was not viable to do in the time we were allotted. Talking with local realtors about the time needed was anywhere from 6-10 months and that is if we had a buyer, which we did not have at the time. We opted to refinance the building in the meantime with the terms of having the ability to sell the building if we so wished with minimum penalty. It was a tough decision we had to make to prevent a default.

We now are holding regular meetings with our regulatory attorney to stay up to date on active CPUC filings. We have been playing catchup for the past few weeks. In these meetings we set priorities, go over filings that best benefit our members, and write comments to be posted to these filings. It is important in this current climate that CPUC participation is prioritized. This funding is important to our current issues with staffing for our members and the immediate future. Many filings have had zero participation from our local since 2019. Choosing silence regarding regulations over ratepayer funds allows others outside our industry to dictate our future. We will not stand for this. We ask for continued support from our members and external labor leaders that we have supported and continue to support. Our organizers have worked in tandem with Local 132 leadership to set up meetings with labor leaders to secure our future.

We have met with previous figures of leadership to discuss the history of 7.1(shortage of work layoffs) and what was done to fight it. We noticed changes in the CBA from 1994 to 2002 which prevented lateral bumping in classifications among other changes in verbiage. We are looking to upload previous CBAs to our website for reference to our members. We researched if there were any arbitrations that were won, grievances that may have been upheld, and asked about negotiations surrounding those changes from 1994-2002. We also asked what was done externally to get the public involved. We had already begun that process but wanted to make sure we had not missed anything. We are currently looking for support from legislators, labor councils, and labor leaders. We have secured support from several Senators on the Senate floor and Assemblymembers in Sacramento; our Lobbyist and UWUA 132 Organizers have worked in collaboration to get a letter drafted and signed by those that support us and sent out to the Company demanding a halt to Branch office closures and layoffs. I am sure others know just as we do that the grievance/arbitration process is slow and can be dragged out by the Company, so we decided to go to external measures outside of the typical NLRB and legal avenues going direct to Labor leaders, Legislatures, around us. I also contacted Mayor Karen Bass asking for help. We have also filed grievances, NLRB charges and sought legal avenues, but this is in addition too.

Our organizers have gone through a few different training courses. In August they took on a new program called "action builder." This new program will assist both external and internal organizations. It is important for us to use technology to adapt and become more efficient. Our organizers met with previous leaders to learn more about internal and external organizing to strengthen our cause. Our Organizers at 132 are also speaking with political candidates who have requested our endorsement. Organizers have created an endorsement questionnaire that will be provided to Candidates and Incumbents who request for endorsement. The questionnaire will ask for candidates stance on our natural gas industry and hydrogen.

We have been holding many meetings either in person or virtually with departments, surrounding locals, and labor leaders. We want to stay up to date with current issues in each to either gather support or

lend support. In August we held a branch office Teams call to provide an update on the current CPUC filing and provide information on how to get involved. We also listened to concerns that need to be addressed.

Our Women's Caucus has been continually active over the years but is optimistic in gathering more internal participation. They surveyed the members for a UWUA Woman of the year to be featured in the National's calendar and now will be looking for participation from our members in a Women's Caucus social for breast cancer awareness in October. Please RSVP via the events tab on our website.

Local 132 participated in meetings throughout our territory in regard to Labor Day outreach. I attended the LA Fed's meeting where planning took place between all the Unions that are part of that Federation. We attended the LA Labor Day parade, participated with Legislatures, and gathered more support. We also attended Bakersfield's Labor Day Picnic to speak with local leaders there. We previously were not a part of that labor council but recognize they are in our territory and will need mutual support there as well. Local 132 will be sending out requests for participation in these councils from our members so more can be involved.

A longstanding National Safety Committee representative from Local 132 has retired, and we wish John Talarico well in his retirement. Local 132 sent out a request to our stewards to gather information on who would be the best fit for the job. We voted as Leadership and felt Ruben Castro was best suited to fill in the position. This was a tough decision to make because of several other qualified candidates. We will look to fill local committees with members as well.

Over the course of August, we have met with several people to become better informed on current CPUC issues. We met with our lobbyist to gather information that has been shared on the State & Assembly floors. We met with the Company's regulatory teams to see what issues we can work together on to secure funding for our members and halt the current struggles we are facing. We then convened to connect the dots and get on the same page as a team: our regulatory attorney and lobbyist. We also went over current State bills and Assembly bills and have established our stances on what we oppose, and support. We are also in talks on what bills we want authored in the new cycle coming next year.

In the many talks I have had with National UWUA, they have proven to be a valuable resource. We as a leadership plan to use those resources effectively in the coming months. Our Local has typically held a position on the National executive board. I look forward to the honor of being voted onto that board in the coming weeks if I am allowed. The hope is to use the resources allotted to our Local effectively and to work alongside other Locals to strengthen each other.

In August we were allowed to join in on Local 522's membership meeting. It is important to learn how other Unions conduct business so that we can evolve. I took note of their effectiveness to be concise and move through the meeting. Their meetings are straight to business to then allow time for members questions. They also use a zoom option which we will be looking into on our end.

We held a stewards call in August to open the floor for information from those on the front lines and for them to provide feedback. We plan on releasing minutes from these and posting them on our website

for our members.

We have been holding meetings with the firm that looks over our stocks portfolio to stay informed of their effectiveness in this changing financial environment.

We attended many AFL-CIO bus tours to gather support from the crowd on the issues we are facing. We also handed out rally flyers with QR codes to CPUC filings asking for public comment alongside our links to our socials so that we can continue that outreach. We hope we can take advantage of this avenue to have mutual assistance and get the word out.

I performed a base visit at Visalia base to gather support for the hydrogen blending pilot project hearing that took place in Orange Cove. This will be the 2nd hearing we have attended in this CPUC filing; the first one was at UC Irvine. I stayed from noon to 10:00pm and provided two testimonies. In my testimony I mentioned: safety is a condition of employment, that our members are some of the highest trained in the Nation, and that we care deeply for our customers. We were provided with three minutes; it is important for our members to attend these hearings, especially if they are living in the areas of these projects; It is crucial to their success.

This report is not all inclusive; there are many conversations with members and others surrounding us that we continue to have. We have collectively sacrificed time with our families and continue to work tirelessly to our members' benefit. We will continue to provide reports, conduct base visits, and hold meetings. If our members are hurting, so are we. If our members are succeeding, so are we. An injury to one is an injury to all! A victory for one is a victory for all!

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