



Utility Workers Union of America

Local 132

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July 31, 2017

Dear Distribution Brothers & Sisters:

In May, the Gas Company management sent a memo announcing shift changes, effective August 15, 2017, from the existing Distribution shift of 6:30am to 3:00pm to a changed shift of 7:30am to 4:00pm. Additionally, some Distribution workers will be designated to work a swing shift from 10:00am to 6:30 pm.

The Members, Officers and the Executive Board of Local 132 strongly oppose these changes. We would like to thank those of you who began circulating petitions against these changes. ***Together***, we can declare these shifts as a unilateral change in working conditions that ignores the long history of setting shifts through the Shop Committee process and violates the Contract. This affects our safety and disrupts our members' families.

Our opposition in writing is not enough. We must show management at all levels of the Gas Company, that this drastic change will not go unchallenged. We will continue to challenge the Company by:

- **Petition Circulation:** **For the next two weeks**, Shop Stewards and supporters in each Distribution base will distribute a petition **before and after work**. **The target is all Distribution employees to sign the Petition by August 15.** Please e-mail or mail your completed petition to the Union office at (uwua@uwua132.org / 525 Cabrillo Park Drive Suite #200, Santa Ana CA 92701). We are requesting that everyone ***print*** your name, personal cell number and non-company e-mail. We will add this information to our data base so we can communicate any updates regarding this campaign and future negotiation updates. ***We will not submit your personal e-mails or cell numbers to the Company – only the names and bases.***

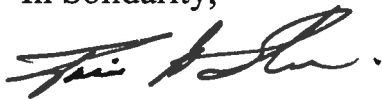
- **Petition Availability**: A petition and letter will be mailed to the homes of every Distribution Union Member at the Gas Company. We have placed a petition on our web-site for downloading. We will e-mail this letter and petition to Distribution union members whose e-mail addresses we have.
- **Grievance Procedure**: Every Distribution Base location should file a grievance. For assistance on filing this grievance, please call Local 132 (562) 696-0142 or consult your area officer. Business Manager Joe Moreno, Secretary-Treasurer Milton Davis and President Javier A. Salas will be happy to assist you.
- **“Confront the Boss”**: **During August**, we will work with each base to **“Confront the Boss.”** This may involve delegations of members, group presentation of the petitions, stories of family hardships and impacts of the shift changes, and making our voices and objections heard – loud and often.

We Need Your Help

Finally, this is not the only issue impacting Distribution union members at this time. The Gas Company continues to violate the section of our contract that limits the use of contractors to do our Distribution jobs. At the same time, the head of Labor Relations is threatening to terminate distribution and other employees with over 5 years’ seniority who *allegedly* falsify (i.e., make mistakes in) compliance documentation. I have enclosed my response to the Manager of Labor Relations regarding her threats to terminate workers in violation of contractual agreements. This Agreement has been in effect for over 35 years and is well known by the Union and the Company as “The 1978 Agreement.”

To confront both of these issues; I have asked Secretary Treasurer Milton Davis, to convene a meeting in August for Distribution activists to hear from you and to collect vital information regarding existing Contractor use in each Region.

In Solidarity,



Javier A. Salas
President