



# Utility Workers Union of America

## Local 132

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December 4, 2024

### **Subject: Response to Concerns to Attached Email Below**

Dear Edwin,

First and foremost, I want to thank you for extending the invitation to hold a special membership meeting on behalf of the members who have requested it. I appreciate the opportunity to address the concerns and questions surrounding the ongoing contract negotiations.

I want to assure you, as well as the members who have requested this meeting, that their voices are not being ignored. As you may know, coordinating such an event takes time, particularly when searching for an available venue. Once a suitable location is found, the necessary contract reviews, completion, and submission for approval must take place, along with the full payment requirement to solidify the arrangement. Given this, please understand that securing a venue can take time, but I assure you that we have been working diligently to do so.

The meeting has been set for December 10, 2024, and a flyer with details has already been posted on the UWUA Local 132 website at [UWUA LOCAL 132 • Utility Workers Union of America](http://www.uwua132.org). I encourage all members to review the information there.

Regarding your point on leadership adhering to the By-Laws in holding such meetings, this concern was also raised during Eric Hofman's administration. At that time, the By-Laws were not followed, and no meeting was held despite the members' request and petition. As a Regional Officer and part of the Executive Board, you did not raise concerns about this failure to adhere to the By-Laws. Was your concern absent at that time due to your role in the past administration, or perhaps because you were a candidate in the last election or even the re-run for President? I remind you, Edwin, that our focus right now is on the ongoing contract negotiations, not elections. It is crucial that we remain united in this effort, as our true fight is with the Company. Unfortunately, it seems your actions may be causing unnecessary confusion and division among the membership, possibly to further your own political ambitions for the upcoming elections.

As for the information request you mentioned, every time you reached out, our Secretary-Treasurer, Belinda Moreno, responded and offered to set up an appointment to present you the requested materials. At no point was access to the information denied, despite the misleading narrative in your recent email. I will refrain from speaking further on Belinda's behalf, but if she wishes to clarify this directly, she is free to do so.

Regarding our National leadership, I want to emphasize that, contrary to what has been suggested, there has been no statement from us indicating that our National President is opposing a strike authorization. However, it's important to note that a strike can only be authorized if there is a valid cause. The current Tentative Agreement (TA) includes an unprecedented and historic increase in general wage increases (GWI), and there are no takeaways or givebacks for our members—only positive improvements. Furthermore, there have been no increases in cost-sharing, co-pays, or out-of-pocket maximums for our medical plans, ensuring stability and peace of mind for our members for the next four years. In light of these benefits, it is hard to understand why a strike would be authorized. However, it seems your actions are misrepresenting these facts in an attempt to create division and confusion among the members.

On the matter of Shop Stewards, Trustees, Regional Officers, and full-time Officers, I want to remind you that all of us, as agents of Local 132, are bound by the agreement we have made with the company. This agreement endorses the TA and recommends a YES vote. Each of us has taken an oath of office, and we are expected to adhere to the direction of the Local. If anyone feels they cannot fulfill this obligation, they may step down. I want to make it clear that these standards are non-negotiable, and there will be consequences for failure to comply.

In closing, I want to express my gratitude for the invitation to the special membership meeting. Holding membership meetings has been a key commitment of our administration, and we have already held 38 such meetings in just over a year, some lasting as long as 6 hours, even though they were initially scheduled for only 2. We are also scheduled to visit most of our bases in the coming days. I have attached this schedule for your review. As a leader, I am committed to standing before our members to engage in meaningful dialogue. I ask you, Edwin, how many membership meetings did you attend while serving as a Regional Officer?

It is apparent that your actions are part of a broader campaign, using the members' natural desire for information to further your own agenda and incite division. For the members who may feel caught in the middle of this, I apologize. I have no desire to drag anyone through unnecessary conflict. What is critical at this moment is that we remain united and focused on the most urgent matter at hand: finalizing and moving forward with a new contract.

Sincerely,

*Joe J. Moreno*

President - UWUA Local 132, AFL-CIO

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To: UWUA Local 132; Joe Moreno; Robert Houser <bobhouser@uwua.net>;  
Belinda Moreno; james.slevin@uwua.net

Dear National and President Slevin,

My name is Edwin Santos, a deeply concerned Union member of Local 132, like so many of my fellow members, I feel disrespected and ignored by our leadership which continues to neglect our concerns and fail to adhere to bylaws. The lack of transparency, open communication, and accountability from our leadership propels me to address these matters to a higher level since WE the members are being ignored. The first major concern is that none of the financial records, e-board minutes, any motions passed or failed, and many other documents requested via email since last June have been provided to us. These documents are vital for us to understand the decisions being made on our behalf, and their withholding is a breach of bylaws and our rights as Union members. As union members, we are in a situation where our rights and by-laws are being neglected and violated by the leadership of Local 132. We have been forced to live under a dictatorial regime where our voices are muted. A few weeks ago, we initiated a petition for a membership meeting, which earned support from hundreds beyond the minimum requirement of 5% of membership. Despite this show of solidarity and desire for communication, we have been met with silence from the three full-time officers. This dismissive behavior undermines the democratic principles on which unions are based. The troubling lack of accountability and transparency from the leadership of Local 132 is not just disheartening—it is a breach of our union's By-Laws. Our concerns also revolve around Joe's cryptic statements suggesting that the National is responsible for the wage percentage of the original TA. Joe also brought to light that President Slevin is against authorizing a strike, even if we veto the TA. He further threatened that any shop steward would be removed if they criticize the TA due to potential charges against the shop stewards themselves which doesn't hold any truth if I'm correct. This ambiguous language and decisions shrouded in secrecy have left us in a realm of uncertainty, demanding clarification from our leadership. Our By-laws stand as the set of rules guiding our conduct and actions, they are the pillars upon which our union was built, and it seems now they are being completely violated without any remorse or willingness to correct these actions. The continuous blatant disregard for our By-Laws by the Local 132 leadership is deeply disturbing and totally unacceptable. As Union members, respectful communication and the observance of our rights should be our leadership's utmost priority.. We are calling on the National and President James Slevin to intervene and help at least address our concerns, uphold the integrity of our Union, and hold the Local 132 Leadership accountable. Respect for our bylaws, our rights, and open communication, these are not mere requests, but foundations of a strong, transparent, and trusted Union.

Thank you for your time and look forward to some answers and clarification.

Edwin Santos  
SpokenCo@gmail.com

# REVISED TENTATIVE AGREEMENT PRESENTATION SCHEDULE WEEK 1

## MONDAY, DECEMBER 2, 2024

Morning 7 am	Afternoon 1:30 pm
Pasadena Base	None
Azusa Base	None

## TUESDAY, DECEMBER 3, 2024

Morning 7 am	Afternoon 1:30 pm
Palm Desert Base	El Centro Base
Oxnard Base	Santa Barbara Base

## WEDNESDAY, DECEMBER 4, 2024

Morning 7 am	Afternoon 1:30 pm
San Bernardino (include Rim Forest)	Fontana
San Luis Obispo base (include Templeton)	Santa Maria

## THURSDAY, DECEMBER 5, 2024

Morning 7 am	Afternoon 1:30 pm
Murrieta Base	Ramona Base
Bakersfield Base	Visalia (include Hanford and Porterville)

## FRIDAY, DECEMBER 6, 2024

Morning 7 am	Afternoon 1:30
Lancaster Base	Valencia Base
Morning 7 am	Balance of Day Multiple Sessions
Simi Base (May be sent to Chatsworth in lieu)	Chatsworth

REVISED TENTATIVE AGREEMENT PRESENTATION SCHEDULE  
WEEK 2

**MONDAY, DECEMBER 9, 2024**

Morning 7 am  
Downey Base  
La Jolla Base

Balance of the Day Multiple Sessions  
Pico Headquarters  
Anaheim Base/Headquarters

**TUESDAY, DECEMBER 10, 2024**

Morning 7 am  
Huntington Park Base

Afternoon 1:30 pm  
Compton Base

Morning 7 am  
Beaumont Base

Balance of the Day Multiple Sessions  
Redlands CCC

**WEDNESDAY, DECEMBER 11, 2024**

Morning 7 am  
Belvedere Base  
Industry Base

Balance of the Day Multiple sessions  
Monterey Park Headquarters  
San Dimas CCC

**THURSDAY, DECEMBER 12, 2024**

Morning 7 am  
Saticoy Base  
Glendale Base

Afternoon 1:30 pm  
Canoga Base  
Branford Base

**FRIDAY, DECEMBER 13, 2024**

Morning 7 am  
182<sup>nd</sup> Base  
Hollywood Base

Afternoon 1:30  
San Pedro Base  
Yukon Base

**REVISED TENTATIVE AGREEMENT PRESENTATION SCHEDULE  
WEEK 3**

**MONDAY, DECEMBER 16, 2024**

Morning 7 am  
Corona Base  
Whittier Base

Afternoon 1:30 pm  
Chino Base  
Garden Grove Base

**TUESDAY, DECEMBER 17, 2024**

Morning 7 am  
Riverside Base  
Aliso Viejo Base

Afternoon 1:30 pm  
Alhambra Base  
Santa Ana

**WEDNESDAY, DECEMBER 18, 2024**

Morning 7 am  
Juanita Base  
Santa Monica Base

Afternoon 1:30 pm  
None  
Crenshaw Base