

OFFICIAL REPORT OF PROCEEDINGS
BEFORE THE
NATIONAL LABOR RELATIONS BOARD
REGION 31

In the Matter of:

IKEA Distribution Services, Case No. 31-RC-266527
Inc.,

Employer,

and

United Maintenance Technicians
of Tejon,

Petitioner.

Place: Los Angeles, California (via Zoom Videoconference)

Dates: October 15, 2020

Pages: 199 through 338

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<p style="text-align: center;">UNITED STATES OF AMERICA</p> <p style="text-align: center;">BEFORE THE NATIONAL LABOR RELATIONS BOARD</p> <p style="text-align: center;">REGION 31</p> <p>In the Matter of:</p> <p>IKEA DISTRIBUTION SERVICES, Case No. 31-RC-266527</p> <p>INC.,</p> <p style="padding-left: 40px;">Employer,</p> <p>and</p> <p>UNITED MAINTENANCE TECHNICIANS</p> <p>OF TEJON,</p> <p style="padding-left: 40px;">Petitioner.</p> <p>The above-entitled matter came on for hearing, via Zoom</p> <p>Videoconference pursuant to notice, before RUDY L. FONG</p> <p>SANDOVAL, Hearing Officer, at the National Labor Relations</p> <p>Board, Region 31, 11500 West Olympic Boulevard, Suite 600, Los</p> <p>Angeles, California 90064, on Thursday, October 15, 2020, 10:10</p> <p>a.m.</p>	<p style="text-align: center;">I N D E X</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;"></th> <th style="width: 15%;">WITNESS</th> <th style="width: 10%;">DIRECT</th> <th style="width: 10%;">CROSS</th> <th style="width: 10%;">REDIRECT</th> <th style="width: 10%;">RECROSS</th> <th style="width: 10%;">VOIR DIRE</th> </tr> </thead> <tbody> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td>Stephanie Baker</td><td>262</td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td>Rigoberto Razo</td><td>306,312</td><td></td><td></td><td></td><td></td></tr> <tr><td>5</td><td>Reynaldo De Leon, Jr.</td><td>331</td><td></td><td></td><td></td><td></td></tr> <tr><td>6</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>7</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>8</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>9</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>10</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>11</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>12</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>13</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>14</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>15</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>16</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>17</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>18</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>19</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>20</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>21</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>22</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>23</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>24</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>25</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>		WITNESS	DIRECT	CROSS	REDIRECT	RECROSS	VOIR DIRE	1							2							3	Stephanie Baker	262					4	Rigoberto Razo	306,312					5	Reynaldo De Leon, Jr.	331					6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25						
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<p style="text-align: center;">A P P E A R A N C E S</p> <p>1 On behalf of the Employer:</p> <p>2 JEREMIAH L. HART, ESQ.</p> <p>3 NANCY INESTA, ESQ.</p> <p>4 MIKE J. ASENSIO, ESQ.</p> <p>5 BAKER & HOSTETTLER LLP</p> <p>6 200 Civic Center Drive</p> <p>7 Suite 200</p> <p>8 Columbus, OH 43215</p> <p>9 Tel. (614)462-5127</p> <p>10 Fax. (614)462-2616</p> <p>11 JERMAINE GORDON, D.C. MANAGER</p> <p>12 IKEA DISTRIBUTION SERVICES, INC.</p> <p>13 4104 Industrial Parkway Drive</p> <p>14 Lebec, CA 93243-9719</p> <p>15 Tel. (661)858-0345</p> <p>16 On behalf of the Petitioner:</p> <p>17 MICHAEL PAUL WEDEKING, Secretary</p> <p>18 UNITED MAINTENANCE TECHNICIANS OF TEJON</p> <p>19 11124 Grand Prairie Drive</p> <p>20 Bakersfield, CA 93311</p> <p>21 Tel. (661)319-9736</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p style="text-align: center;">E X H I B I T S</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;"></th> <th style="width: 15%;">EXHIBIT</th> <th style="width: 10%;">IDENTIFIED</th> <th style="width: 10%;">IN EVIDENCE</th> </tr> </thead> <tbody> <tr><td>1</td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td></tr> <tr><td>4</td><td>Board:</td><td></td><td></td></tr> <tr><td>5</td><td>B-3</td><td>225</td><td>226</td></tr> <tr><td>6</td><td>B-4</td><td>227</td><td>227</td></tr> <tr><td>7</td><td>B-5</td><td>240</td><td>241</td></tr> <tr><td>8</td><td>B-6</td><td>241</td><td>248</td></tr> <tr><td>9</td><td>B-7</td><td>250</td><td>252</td></tr> <tr><td>10</td><td>B-8</td><td>252</td><td>256</td></tr> <tr><td>11</td><td>B-9</td><td>256</td><td>257</td></tr> <tr><td>12</td><td>B-10</td><td>258</td><td>258</td></tr> <tr><td>13</td><td>B-11</td><td>259</td><td>265</td></tr> <tr><td>14</td><td></td><td></td><td></td></tr> <tr><td>15</td><td>Petitioner:</td><td></td><td></td></tr> <tr><td>16</td><td>P-4</td><td>205</td><td>207</td></tr> <tr><td>17</td><td>P-2</td><td>203</td><td>203</td></tr> <tr><td>18</td><td>P-3</td><td>204</td><td>205</td></tr> <tr><td>19</td><td>P-6</td><td>207</td><td>207</td></tr> <tr><td>20</td><td></td><td></td><td></td></tr> <tr><td>21</td><td></td><td></td><td></td></tr> <tr><td>22</td><td></td><td></td><td></td></tr> <tr><td>23</td><td></td><td></td><td></td></tr> <tr><td>24</td><td></td><td></td><td></td></tr> <tr><td>25</td><td></td><td></td><td></td></tr> </tbody> </table>		EXHIBIT	IDENTIFIED	IN EVIDENCE	1				2				3				4	Board:			5	B-3	225	226	6	B-4	227	227	7	B-5	240	241	8	B-6	241	248	9	B-7	250	252	10	B-8	252	256	11	B-9	256	257	12	B-10	258	258	13	B-11	259	265	14				15	Petitioner:			16	P-4	205	207	17	P-2	203	203	18	P-3	204	205	19	P-6	207	207	20				21				22				23				24				25																																																																																	
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<p style="text-align: right;">Page 203</p> <p>1 P R O C E E D I N G S</p> <p>2 HEARING OFFICER FONG: This is day two of the -- in the</p> <p>3 matter of IKEA Distribution Center, Inc., 31-RC-266527.</p> <p>4 We've been -- for the past hour, we've been making a lot</p> <p>5 of progress because of the Employer-provided exhibits that</p> <p>6 supplement and assist the Petitioner's record. We've been able</p> <p>7 to get certain more agreements on the labeling of the petitions</p> <p>8 (sic). At this point in time, I'm going to introduce the</p> <p>9 Petitioner's next in order, with prior agreement, that I got</p> <p>10 from the Petitioner.</p> <p>11 We have -- the next in order for Petitioner would be the</p> <p>12 official chart of -- label of the facility management structure</p> <p>13 entitled, "Tejon Customer Fulfillment, SD 345 and CB 945".</p> <p>14 Were you wishing to introduce that as Petitioner's 2, Mr.</p> <p>15 Petitioner?</p> <p>16 MR. WEDEKING: Yes.</p> <p>17 HEARING OFFICER FONG: Mike had no -- no -- no objection</p> <p>18 to the authenticity from the Employer since this is an</p> <p>19 Employer-provided document. I got -- got that from the prior</p> <p>20 discussion. We got that introduced into the record as</p> <p>21 Petitioner's 2, which we will refer to as the official</p> <p>22 management site structure of the facility.</p> <p>23 (Petitioner Exhibit Number 2 Received into Evidence)</p> <p>24 HEARING OFFICER FONG: Next in order, as Petitioner's 3,</p> <p>25 is a -- a -- would be a map of the facility that has the logo,</p>	<p style="text-align: right;">Page 205</p> <p>1 Employer's no -- no objection to the authenticity of the</p> <p>2 document, other than maybe (indiscernible) amend. So</p> <p>3 Petitioner's 3 is introduced.</p> <p>4 (Petitioner Exhibit Number 3 Received into Evidence)</p> <p>5 Next in order we have the -- next in order we have the</p> <p>6 document --</p> <p>7 MR. HART: Mr. Hearing Officer, I -- I'm sorry.</p> <p>8 Yesterday we had talked about the -- the photos for the</p> <p>9 company, the site map. And when you say the -- the site --</p> <p>10 site map, I assume you're talking about the site map as</p> <p>11 supplemented by those photos. Is that correct?</p> <p>12 HEARING OFFICER FONG: Not yet. Not yet. Just the site</p> <p>13 map itself. I'm going to -- I'm going to address the photos</p> <p>14 moment -- momentarily.</p> <p>15 MR. HART: Okay.</p> <p>16 HEARING OFFICER FONG: I'll give you clarification. This</p> <p>17 is the same map that I'm on.</p> <p>18 Petitioner's 4 is a -- a -- a document that we have been</p> <p>19 discuss -- referring to as the management logs, which the</p> <p>20 big -- we have one, two, three, four, five, six, seven, eight,</p> <p>21 nine -- it -- it's a seven-page document, a seven -- it has</p> <p>22 nine different columns. And the purpose of that document is to</p> <p>23 show which job specification at issue is supervised by which</p> <p>24 manager's name. We had a discussion off the record, and I'm</p> <p>25 notifying here. That would be Petitioner's 4, subject to</p>
<p style="text-align: right;">Page 204</p> <p>1 the blue-yellow logo, IKEA. And it lists six buildings and</p> <p>2 the -- this -- this map, at least, the buildings have 1, 2, 3,</p> <p>3 4, 5, 6. There was a lot of testimony previously from the</p> <p>4 Petitioner as to the facility map, so we will introduce, as</p> <p>5 Petitioner's 3, a clean map of the facility we've got.</p> <p>6 So is that (indiscernible), Mr. Petitioner?</p> <p>7 MR. WEDEKING: Yes. The only difference was the -- the</p> <p>8 purpose of -- of the previous map was to locate the areas that</p> <p>9 are -- that are for -- just for maintenance in this one. This</p> <p>10 one is of the map minus -- minus my markings, but I just --</p> <p>11 HEARING OFFICER FONG: No, yeah. Certainly for the record</p> <p>12 so we are be -- be comforted that you had a lot of testimony --</p> <p>13 MR. WEDEKING: Very well.</p> <p>14 HEARING OFFICER FONG: -- about specifics. I remember,</p> <p>15 you know, that you did get on the record where the maintenance</p> <p>16 hub was, between buildings 1 and 4, you went -- you went ahead</p> <p>17 and noted. And Mr. Nahin (sic) actually specified as to</p> <p>18 specific sheds behind these particular buildings. So that --</p> <p>19 that's more of it on the record. Right. For -- yes, so -- so</p> <p>20 that, I remember it's in the record.</p> <p>21 MR. WEDEKING: Okay.</p> <p>22 HEARING OFFICER FONG: Okay.</p> <p>23 MR. WEDEKING: Thank you. Yes. Then I have no problem.</p> <p>24 HEARING OFFICER FONG: Yes. Just the Petitioner's --</p> <p>25 again -- and again, the off-the-record discussions, I got</p>	<p style="text-align: right;">Page 206</p> <p>1 establishing qualifications. That seven-page document,</p> <p>2 Petitioner's 4, that's -- there's a -- there's a column -- one,</p> <p>3 two, three, four, five, six, seven -- the eighth column from</p> <p>4 the left, where it says, "Pay-Scale Area". There won't</p> <p>5 be that -- that -- there won't be any substantive value to that</p> <p>6 pay-scale area, so there's no relevancy; that would be stricken</p> <p>7 out. And then, no, it won't be addressed. I understand there</p> <p>8 might be additional testimony down the line as to, I think, the</p> <p>9 pay scales for each job specification, but for purposes of this</p> <p>10 exhibit, again, the pay-scale column will be excluded for</p> <p>11 substantive purpose.</p> <p>12 We -- we -- the Petitioner noted that there were also, on</p> <p>13 page 1, as to the -- the classification of cleaners, there were</p> <p>14 only three. Compared to Exhibit C, formerly introduced, and we</p> <p>15 just -- they -- Board Exhibit 1, we will go with -- that will</p> <p>16 be controlling as to the number of -- of job specification in</p> <p>17 the agreement decision.</p> <p>18 In addition, at page 3 of Petitioner's 4, there is a</p> <p>19 section that lists, on the far right, David Ortiz. This --</p> <p>20 this entire area in the middle of page 3, the David Ortiz, is</p> <p>21 also excluded for any substantive evidentiary value. There --</p> <p>22 there was reference -- I'll note for the record Ortiz is -- is</p> <p>23 referenced back on the properly introduced Petitioner's 2; this</p> <p>24 is the official chart.</p> <p>25 With those qualifications, any of your -- you -- are you</p>

<p style="text-align: right;">Page 207</p> <p>1 ready to move Petitioner's 3 into --- Petitioner's 4 into the 2 record, the Petitioner? 3 MR. WEDEKING: Yes. 4 HEARING OFFICER FONG: Okay. Again, I have received no 5 objection from the Employer of grounds, so as noted, 6 Petitioner's 4 is introduced. 7 (Petitioner Exhibit Number 4 Received into Evidence) 8 HEARING OFFICER FONG: Petitioner's 5 had been introduced 9 yesterday, and that was the picture of the uniforms, and that's 10 already in the record. 11 Let's go off the record for a minute, Madam Court 12 Reporter. 13 THE COURT REPORTER: We're off the record. 14 (Off the record at 10:18 a.m.) 15 HEARING OFFICER FONG: All right. We're back on the 16 record. We've gone up to Petitioner's 6 with the 17 qualifications. That -- that -- that exhibit have been 18 introduced into the record. 19 (Petitioner Exhibit Number 6 Received into Evidence) 20 HEARING OFFICER FONG: Mr. Petitioner, do you have 21 anything -- I have some -- a few follow-up questions in regard 22 to yesterday. In fact, I wanted to ask you if you have 23 anything further; any additional testimony you wished to 24 provide? 25 MR. WEDEKING: No. I do not.</p>	<p style="text-align: right;">Page 209</p> <p>1 MR. WEDEKING: Department general -- Mitchell Newman, yes. 2 Just Mitchell Newman. 3 HEARING OFFICER FONG: Okay. 4 MR. WEDEKING: He's a -- he's a -- the maintenance team 5 lead, first shift. 6 HEARING OFFICER FONG: Thank you. Okay. Mitchell Newman 7 is a maintenance -- maintenance lead of first shift? He's your 8 immediate supervisor? 9 MR. WEDEKING: Yes. 10 HEARING OFFICER FONG: Ultimately -- ultimately, he's the 11 one you take orders from? 12 MR. WEDEKING: Yes. 13 HEARING OFFICER FONG: Okay. Move -- go on. Go on. 14 MR. WEDEKING: Now, when another team leader will -- will 15 call on the radio and ask -- this happened to me many times -- 16 you know, that there's an issue, and if we can address it at 17 the moment, we will. And -- but -- but mainly our -- our 18 marching orders, if we're doing work orders, then it comes from 19 Mitchell, our team leader, who -- who will have given it to us. 20 Now -- we do it all -- we do it all the time to the point where 21 somebody will call on the radio. Or if it's quick, we'll do 22 it, or if -- if -- if a team leader asks us to do it from 23 another department, then we -- that's -- that's what I consider 24 a request, for -- for them just come and verbally say this is 25 broke, can you take a look at it? And then if like the --</p>
<p style="text-align: right;">Page 208</p> <p>1 HEARING OFFICER FONG: All right. Just a few follow-up 2 questions. I meant to ask you -- I think I asked you this 3 already, but repeat for the record again how long -- how many 4 years have you been employed at the facility? 5 MR. WEDEKING: Over eight years. 6 HEARING OFFICER FONG: And has -- have you always been as 7 a -- in the position of maintenance, a maintenance technician? 8 MR. WEDEKING: Yes. 9 HEARING OFFICER FONG: Okay. Who -- who - who is your 10 immediate supervisor? 11 MR. WEDEKING: Mitchell Newman. 12 HEARING OFFICER FONG: Okay. Describe for me -- there was 13 some previous testimony from Mr. Alberto as to what -- the 14 difference between tickets, orders, and -- and requests. Just 15 clarify for the record again, who -- who gives you those, and 16 who do you ultimately take orders from? Any particular about 17 one of those three? 18 MR. WEDEKING: So tickets are -- are -- are work orders, 19 so our -- our team leader, our immediate supervisor, will issue 20 us work orders through the -- the soft -- the CAFM software, 21 and -- 22 HEARING OFFICER FONG: And can you name your supervisor 23 again? 24 MR. WEDEKING: Mine -- mine is Mitchell Newman. 25 HEARING OFFICER FONG: That's the -- that's the general --</p>	<p style="text-align: right;">Page 210</p> <p>1 HEARING OFFICER FONG: If a team lead from a different 2 department -- like, what -- what -- what different, like, for 3 example, what different department? 4 MR. WEDEKING: Any -- any operations team leads. Any -- 5 any team lead, for that matter, altogether. 6 HEARING OFFICER FONG: Okay. 7 MR. WEDEKING: But -- but it's just -- just as important 8 as, like, if a regular coworker came up and had an issue with 9 their forklift, if we can fix it right then and there, we 10 would. 11 HEARING OFFICER FONG: Okay. What percentage of your work 12 do you get from your immediate team leader, Mitchell? 13 MR. WEDEKING: Ninety percent. 14 HEARING OFFICER FONG: Okay. All right. I'm going to 15 give you some time. You have testified that as the 16 Petitioner's -- Petitioner's -- Petitioner's 4, which I'm 17 referring to the -- the formal training skills roster for 18 working at the facility for general training. I'm going to 19 give you some time to -- for some time -- I'm going to give 20 everyone some time to have, but I understand you wanted to 21 reference that list to a former list that you had -- that you 22 had here for a second, so confirm it then; I'll give you -- 23 I'll give you some time before you rest, so you can look at 24 that and testify as to what additional training workers from 25 maintenance that -- that, you know, if it's -- if it's not</p>

<p style="text-align: right;">Page 211</p> <p>1 there, that -- that you'd like to receive it as your testimony, 2 okay? 3 MR. WEDEKING: Very well. 4 HEARING OFFICER FONG: Beside that testimony, I just want 5 to say that, you know, I had -- I had -- I had explained to you 6 before that you have the right to subpoena witnesses, and that 7 you have the right to invoke formal subpoena procedures with 8 them, so there -- to go over this and that. That said, do you 9 intend to call any additional witnesses for your case-in-chief? 10 MR. WEDEKING: I do not. 11 HEARING OFFICER FONG: All right. Do you -- do you so 12 rest again subject to -- to your additional testimony on the -- 13 the training? And I'll allow you have a right to cross-examine 14 any additional witnesses the Board -- the Board calls. So 15 knowing this, do you still rest your case-in-chief? 16 MR. WEDEKING: I do. 17 HEARING OFFICER FONG: Okay. Mr. Employer, we had had 18 some off-the-record discussions where the Employer would 19 consider providing witnesses, documentation to assist more -- 20 more for the record. Do you need time to make that 21 consideration, or do you prefer to -- to get on the record if 22 you so wish to do so? 23 MR. HART: If -- if you could give us just a few minutes, 24 that would be helpful. 25 HEARING OFFICER FONG: Okay. Let -- let's go off the</p>	<p style="text-align: right;">Page 213</p> <p>1 he left the -- he -- he was the former site manager, correct, 2 for the facility? And approximately more -- he left the 3 facility more than two years ago, I understand? 4 MR. HART: Yes, in -- in -- yes, in -- in 2017. 5 HEARING OFFICER FONG: Okay. I've spoken with the 6 Regional Director and -- and we discussed -- and I'd like to 7 make some offers of proof, at least on that (indiscernible) 8 properly. 9 MR. HART: Okay. 10 THE COURT REPORTER: I'm sorry. Mr. Hearing Officer, it's 11 Claudine. 12 HEARING OFFICER FONG: Yes. 13 THE COURT REPORTER: I didn't pick up anything you just 14 said. 15 HEARING OFFICER FONG: Okay. I -- I've spoken with the 16 Regional Director, and we certainly -- I think it will assist 17 the record. She thinks it would assist the record to have 18 Stephanie testify. 19 The facilities manager, Aaron Lucas, restricted only as to 20 the time that he's been there. 21 As to the team leads from the operational side, let's go 22 again. Just get your best and most available, not best, but 23 whoever is readily available of those three -- three team leads 24 that you talked about you making available. Just pick one for 25 now, the one who is more readily available. It may be we'll</p>
<p style="text-align: right;">Page 212</p> <p>1 record. 2 (Off the record at 10:30 a.m.) 3 HEARING OFFICER FONG: Okay. In off-the-record 4 discussions, the -- or previous discussions amongst the 5 parties, the Employer made -- is making certain employees 6 available to testify to have a fuller record. 7 Can we state for the record with the Employer, the -- 8 with -- the employees with their jobs titles that you -- could 9 you -- making available? 10 MR. HART: Yes, Mr. Hearing Officer. We can. Jim 11 Cavezza; he is the market operations manager for the south. 12 Stephanie Baker; she is the interim People & Culture manager 13 for the Tejon facility. Aaron Lucas; he is the facilities 14 manager at the Tejon facility. Ray DeLeon; he is a team lead 15 in the SD department. And Rigo Razo; he is a team lead in the 16 CD department. And we may have additional witnesses that we 17 can make available. We are still trying to identify or -- or 18 contact them and confirm availability. 19 MR. WEDEKING: Mr. -- hang on, I'm sorry -- I believe you 20 got their -- their -- them reversed. I believe Ray is CD and 21 Rigo is SD. 22 HEARING OFFICER FONG: Actually, that's -- 23 MR. HART: I'm sorry. That is -- that is correct. 24 HEARING OFFICER FONG: Thank you, Mr. Petitioner. I've 25 spoken with and -- and let me -- tell me again. Mr. Cavezza,</p>	<p style="text-align: right;">Page 214</p> <p>1 supplement it, but -- but for now, the RD is comfortable with 2 receiving the testimony from one of those team leads 3 operational -- warehouse man -- the warehouse manager side. 4 You -- you are interested in the facilities manager's 5 testimony and same for the team leads on the CD warehouse 6 manager side, on the (indiscernible) with us. Choose whoever 7 is available for the afternoon between the three you mentioned, 8 okay? 9 As to the -- as to Jim Cavezza, I've explained in detail 10 the position to the regi -- Regional Director. Unfortunately 11 for the IKEA, she -- the RD had the same concerns that the 12 Hearing Officer had. You're certainly welcome to provide the 13 current site manager, but someone who has been at that location 14 for that long period of time. The RD is -- she declined to 15 call that witness. 16 I'll let you make the offer of proof that you had 17 mentioned more specifically on the record for the -- for Jim 18 Cavezza, but just -- just for that we have -- so that we have 19 it on the record, but the RD's decision is final on that. 20 You're welcome to again to submit to make the current site 21 manager available. The idea is that certainly, we need someone 22 to -- especially who has been in that position, Jermaine 23 Gordon, for longer than in here. Apparently, he was here four 24 to six months. The Regional Director feels that that -- that 25 such a person cannot adequately testify as to -- due to</p>

<p style="text-align: right;">Page 215</p> <p>1 COVID -- COVID, which started about, you know, six to eight 2 months ago. It appears that's more than half -- had a decent 3 amount of time to be able to get a sense of the facility. 4 For -- on those grounds, again because Jermaine left the site 5 manager position for -- more than three years ago, 2017, the -- 6 the RD feels that would not be the testimony that's relevant in 7 comparison to the current site manager. We -- we -- we will 8 proceed after lunch break with -- with -- I think what I 9 believe we had said Stephanie Baker would be available. At 10 this point in time, you -- if you wish to make an offer of 11 proof for Cavezza, go ahead. 12 MR. HART: Yes. Mr. Hearing Officer, in advance of making 13 an offer of proof, I'd like to enter an objection for the 14 record to the Regional Director's decision prohibiting us from 15 our -- or -- or refusing to call Mr. Cavezza. Mr. Cavezza is 16 the witness who is best positioned and able to testify with 17 regard to supplementing the record and best able to assist the 18 Region in its duty under Section 9(b) of the act in performing 19 and carrying out its statutory duty. And we object to the 20 Region's refusal to -- to take that testimony to develop a full 21 and adequate record to enable it to make its decision. 22 HEARING OFFICER FONG: So noted. Before you do your offer 23 of proof, I also forgot to mention in our off-the-record 24 discussion, the Petitioner is -- it's -- who holds the ultimate 25 burden of proof in this proceeding, also objected to Mr.</p>	<p style="text-align: right;">Page 217</p> <p>1 functional integration that exists between departments in the 2 Employer's Tejon facility, as they all work together toward the 3 goal of distributing the Employer's product to the Employer's 4 retail stores and to customers who have purchased the product 5 through e-commerce. 6 Mr. Cavezza would testify that the maintenance employees 7 and the petitioned-for unit support every step of product 8 moving through the Tejon facility, from receipt of the product, 9 through truck trailers and shipping containers, through its 10 ultimate departure from the -- from the facility, whether bound 11 for retail stores or individual customers in fulfillment of 12 their ecommerce orders. 13 Mr. Cavezza would testify that the maintenance employees 14 in the petitioned-for unit and the other hourly employees in 15 the warehouse and distribution operation, including warehouse 16 coworkers, stock controllers, recovery coworkers, cleaners, 17 internal haulers, and others rely one another to do their jobs, 18 could not perform their respective duties without the other. 19 The following -- Mr. Cavezza, if permitted to testify, 20 would testify that the maintenance area in the Tejon facility 21 is centrally located in the facility to enable the maintenance 22 employees in the petitioned-for unit to quickly access all 23 other areas of the facility where other hourly warehouse 24 employees in the distribution and warehouse operation work. 25 Mr. Cavezza would testify that there are numerous common areas</p>
<p style="text-align: right;">Page 216</p> <p>1 Cavezza's testimony. 2 Is that so noted, Mr. Petitioner? 3 MR. WEDEKING: Yes. That's correct. 4 HEARING OFFICER FONG: All right. So -- I -- I wanted 5 that for the record as well. 6 And go ahead when you're ready. Do you want to make a -- 7 a short offer of proof on the -- the testimony of -- of 8 Cavezza? You're welcome to. 9 MR. HART: Yes. If Mr. -- Mr. Cavezza is permitted to 10 testify, he would testify that he has personal knowledge 11 regarding the current operation of the Tejon facility. He was 12 formerly the site manager for the Employer's Tejon facility 13 and remains in a position. The market manager for -- market 14 operations manager for the south in that capacity, he's still 15 has knowledge of the -- the day-to-day operations of the Tejon 16 facility. 17 In addition, he has been instrumental in onboarding Mr. 18 Gordon through monthly calls and also in-person meetings. So 19 he still has personal knowledge regarding the operations of the 20 Tejon facility. 21 Mr. Cavezza, if permitted to testify, has knowledge of and 22 would testify about the organizational administrative framework 23 of the Employer's Tejon facility, how the various departments 24 interact and interconnect with one another. He has personal 25 knowledge of and would testify about the high degree of</p>	<p style="text-align: right;">Page 218</p> <p>1 throughout the Tejon facility shared by the maintenance 2 employees in the petitioned-for unit and other hourly employees 3 in the warehouse and distribution operation, including eating 4 areas, break areas, HR areas with computers, time clocks, the 5 entryway, bulletin board areas, and others. 6 Mr. Cavezza would testify concerning the Employer's 7 management and supervisory hierarchy at the Tejon facility and 8 common management or direction of employees in the petitioned- 9 for unit. Mr. Cavezza would testify that team leaders and 10 managers from the warehouse and distribution operation 11 regularly direct the work of maintenance employees in the 12 petitioned-for unit when they call them for repairs and when 13 they input work orders into the online maintenance work order 14 and preventative maintenance system. 15 Mr. Cavezza, if permitted to testify, would testify 16 concerning the -- the Employer's bargaining history at similar 17 warehouse and distribution facilities around the country. He 18 would testify that the common and only unit that exists in -- 19 HEARING OFFICER FONG: No, on -- on -- on that, I'm sorry, 20 that's -- the -- offer of proof as to bargaining history at 21 other facilities, I'm -- I'm going to have to cut you off on 22 that. I will not allow that. You -- you cannot -- 23 MR. HART: Mr. Hearing Officer, with regard -- with -- 24 HEARING OFFICER FONG: -- speak on that. On -- on the -- 25 MR. HART: -- with --</p>

<p style="text-align: right;">Page 219</p> <p>1 HEARING OFFICER FONG: The regional -- the Region is aware 2 that IKEA has -- has -- has stipulated to other -- other -- 3 facilities in other ways as well, so I -- I will allow that if 4 you allow that stipulation as well. 5 MR. HART: Mr. Hearing Officer, if -- if I could, the -- 6 the unit makeup at other facilities is directly relevant to the 7 determination of whether the petitioned-for unit is 8 appropriate. Under Boeing -- Boeing -- one of the factors, the 9 third factor, in fact, was that industry -- the -- the makeup 10 of units across the industry is the third factor. This goes 11 directly to that factor. And so the Region's decision to 12 preclude this part of the offer of proof prevents an offer of 13 proof on a factor that the Board itself has said is part of the 14 community-of-interest determination. 15 HEARING OFFICER FONG: Are you aware -- the Region is 16 aware as well that IKEA has stipulated before to a -- a 17 maintenance unit alone being an appropriate unit. With -- with 18 that said, go ahead and -- and proceed on this -- on -- on -- 19 on the industry standard. Okay. 20 MR. HART: The -- the industry standard -- excuse me. Mr. 21 Cavezza, if permitted to testify, would testify concerning 22 the -- makeup of the units at other areas -- at other 23 facilities throughout the country, including that the units at 24 those facilities are production and maintenance units. 25 Mr. Cavezza has personal knowledge of and would testify</p>	<p style="text-align: right;">Page 221</p> <p>1 some -- some -- you had mentioned earlier as to your belief 2 why -- why Jermaine Gordon would not be able to testify to 3 those things. And again, the -- the RD's decision is based on 4 the fact that we have a current on-site manager who the 5 Regional Officer -- who the Regional Director was int -- where 6 he will testify as to very things you said that you had to -- 7 was stated to the Employer's counsel. In addition, we will 8 have the HR person and the other team leads. But again, the 9 main reason of -- for -- for the RD's decision is -- is the 10 fact that this person, again, left the facility three years ago 11 and we have a current on-site manager there who could very well 12 testify as he has to have knowledge. But -- so -- so noted, I 13 appreciate your offers of proof entered into the record. 14 I'm sorry, Mr. Petitioner, you were now saying? 15 MR. WEDEKING: It's just that it was rough to hear you. 16 It's hard to hear you. 17 HEARING OFFICER FONG: Okay, the -- 18 Madam -- Madam Court Reporter, were you able to hear what 19 I said? 20 THE COURT REPORTER: I am -- I'm struggling, but I -- 21 HEARING OFFICER FONG: Thank you for that. I'll be 22 very -- I'll be much briefer. The RD's decision was based on 23 the fact that we have a on-site manager who could very well 24 testify to the offer of proof that Cavezza would have 25 testified, and primarily, the reason being that he's -- Cavezza</p>
<p style="text-align: right;">Page 220</p> <p>1 regarding the wages, hours, and terms and conditions of hourly 2 employees at the -- at the Tejon facility, including working 3 conditions; the areas where work is performed; frequent and 4 regular contact; the nature of supervision of both maintenance 5 employees and other operations employees; the extent of common 6 supervision; the work skills involved in all of the 7 classifications at issue; the type of equipment operated and 8 utilized by maintenance employees in the petitioned-for unit, 9 as well as other employees at issue in the warehouse; the 10 educa -- excuse me, the work schedules applicable to the Tejon 11 facility; the method and basis of compensation at the Tejon 12 facility; the method of time recording at the Te -- Tejon 13 facility; the availability of the Employer's facilities for use 14 by maintenance employees, as well as other employees at issue 15 in the warehouse; the degree of interchanging contact and the 16 frequency of such contact between maintenance employees and 17 other employees in the warehouse; the nature of -- and extent 18 of some of similar working conditions; and uniforms, insignias, 19 and badges. Mr. Cavezza has personal knowledge with regard to 20 all of these issues and would testify accordingly if permitted 21 to testify. 22 HEARING OFFICER FONG: Is -- is that all? 23 MR. WEDEKING: Mr. Hearing Officer, it's -- it's -- 24 MR. HART: Yes. 25 HEARING OFFICER FONG: Mr. Petitioner, you had mentioned</p>	<p style="text-align: right;">Page 222</p> <p>1 left the facility -- and left the position of site manager 2 at -- about three years ago. 3 You had mentioned, Mr. Petitioner, some other issues why 4 you believe that Gordon would -- would -- would be a qualified 5 witness? 6 MR. WEDEKING: Nothing that I haven't said before; just 7 that he's -- he -- he can testify to everything that Jim -- Jim 8 could, too. I -- I would -- I don't see why he couldn't. 9 HEARING OFFICER FONG: Okay. 10 MR. HART: Mr. Hearing Officer, I -- I would -- I would 11 like to add one thing for the record with regard to your 12 question about the Employer's stipulation to a -- to a 13 maintenance-only unit. The -- the unit in -- in Joliet, 14 Illinois was a warehouse unit -- warehouse-wide unit that 15 inappropriately excluded maintenance coworkers. There were 16 no -- there are no maintenance techni -- or technicians, only 17 maintenance coworkers; that's a different classification. 18 After Joliet voted for representation, in that same unit, the 19 parties agreed to an RC election rather than an Armour-Globe 20 election, and the parties have agreed to include the 21 maintenance coworkers in with the larger unit so that it is a 22 proper and traditional production and maintenance unit. 23 HEARING OFFICER FONG: I appreciate that update. Thank 24 you so much. And it is so reflected in the record. 25 All right. Before we break for lunch, I'm looking at --</p>

<p style="text-align: right;">Page 223</p> <p>1 if you can -- yeah, if you can so kindly reach out during the 2 lunch break to Mrs. Stephanie (sic) so she can be first in 3 order to be called as a Board -- as a hearing -- as a -- as a 4 Board witness. I'm going to give some -- further -- 5 preliminary instructions from further exhibits, but we can do 6 that off the record. 7 Let's go off the record, Madam Reporter, and we'll -- 8 we'll be back at -- at -- I'm going to spend another -- another 9 five, ten minutes here, so we'll be back at 1:15. 10 (Off the record at 11:56 a.m.) 11 HEARING OFFICER FONG: Good afternoon, everyone. We're 12 back on the record for the IKEA proceeding. Before we move on 13 to the Hearing Officer's additional witnesses and 14 documentation, Mr. Petitioner, I -- I believe you had some 15 additional testimony you wanted to provide in terms of 16 additional skill -- training and skills that are applicable to 17 the maintenance employees only, who you believe were not 18 included in Petitioner's -- Petitioner's 4; is that so? 19 MR. WEDEKING: Yes, there's -- there's a couple of topics 20 that I -- that I know that we get trained on that are missing, 21 but if -- if you would like those, I'll -- I'll give them to 22 you. The ones that comes -- that I've noticed is the ladder 23 safety and the hot-work permit is missing from the Employer's 24 version of the training. But -- but it -- as long as it goes 25 to show that the training is different between the maintenance</p>	<p style="text-align: right;">Page 225</p> <p>1 3, we will introduce as the job descriptions for all the unit 2 specifications here at issue. It's a 24-page document and the 3 Employer has represented these are the official job 4 descriptions of the -- again, of the unit classifications at 5 issue. 6 (Board Exhibit Number 3 Marked for Identification) 7 HEARING OFFICER FONG: Any objection -- any objection from 8 Petitioner to the -- to receipt of Board Exhibit Number 3? 9 MR. WEDEKING: Just -- just if these also include some 10 management positions, that's irrelevant, but minus those, 11 I -- I totally agree. 12 HEARING OFFICER FONG: The -- I'm sorry, where -- the -- 13 okay, I thought they were only for unit positions. 14 MR. WEDEKING: I see -- 15 HEARING OFFICER FONG: Which -- 16 MR. WEDEKING: There's some that -- 17 HEARING OFFICER FONG: What PDF page number? 18 MR. WEDEKING: -- team lead managers, there is one for -- 19 HEARING OFFICER FONG: Can you tell us the PDF page 20 number? 21 MR. WEDEKING: Sure, sure, sure. 22 MS. INESTA: Could you be looking at the "reports to" 23 line? 24 MR. WEDEKING: I'm looking at the -- the -- the first 25 PD -- or the first attachment that was -- that was emailed by</p>
<p style="text-align: right;">Page 224</p> <p>1 crews and the -- the other employees, that's really what I 2 want -- I want to get across, so that -- 3 HEARING OFFICER FONG: No, I understand. No, it will show 4 what he shows. And I'm sorry, repeat the two that you say -- 5 that you are talking about -- 6 MR. WEDEKING: Ladder -- 7 HEARING OFFICER FONG: -- required to take -- 8 MR. WEDEKING: -- ladder safety and the hot work -- hot- 9 work permits. 10 HEARING OFFICER FONG: Okay. There -- there -- okay, so 11 let the record reflect your testimony that those two also are 12 applicable to maintenance only, but they were not reflected in 13 Petitioner's 4 as -- as -- as them being -- okay? 14 MR. WEDEKING: Okay. 15 HEARING OFFICER FONG: Thank you. 16 All right. Based on that, you -- I -- I understand you 17 fully rest your case-in-chief? 18 MR. WEDEKING: Yes. Yes. 19 HEARING OFFICER FONG: Thank you. 20 All right. Next in order in of -- off-the-record 21 discussions, we -- the Employer made available for a fuller 22 record certain witnesses and documentation that -- that has 23 been emailed to all parties herein. We're going to start 24 with -- and this will be labeled as Board Exhibit next in 25 order, which would be number -- number 3. Board Exhibit Number</p>	<p style="text-align: right;">Page 226</p> <p>1 Jeremy to me and -- 2 HEARING OFFICER FONG: Can you -- can you look at that 3 1:24 p.m. attachment? 4 MR. WEDEKING: I -- disregard that. I -- I must have been 5 looking at the wrong one; I don't see it, so. 6 HEARING OFFICER FONG: Yeah, I think you were. 7 MR. WEDEKING: Okay. 8 HEARING OFFICER FONG: What I'm -- what I'm looking at is 9 the 1:24 email from Jeremy. It's combined job descriptions. 10 It's a 24-page document. Take your time. 11 MR. WEDEKING: Yeah, I'm looking at it now. I -- I don't 12 have any issues with it. 13 HEARING OFFICER FONG: All right. And as I understand it, 14 these are the job classifications only for the unit 15 classifications at issue. If there's any -- any -- any 16 additional job classifications of any manager, they will be 17 excluded and not be admitted into the record. Again, this is 18 only for purposes of job classifications for -- for the 19 particular job classifications here at issue. 20 So noted and no objection from Petitioner. Board Exhibit 21 is introduced into the record. Okay? 22 (Board Exhibit Number 3 Received into Evidence) 23 HEARING OFFICER FONG: Likewise, the Employer provided 24 a -- and it will -- it's going to be introduced as Board 25 Exhibit Number 4. The Employer represented that these are a</p>

<p style="text-align: right;">Page 227</p> <p>1 set of policies -- official policies applicable to all 2 employees. 3 (Board Exhibit Number 4 Marked for Identification) 4 HEARING OFFICER FONG: And I think there was testimony 5 from -- from Nahin on this and I understand, Mr. Petitioner, 6 that you -- you -- you -- you stipulate that this 87-page 7 document of -- of policies are applicable to all -- all -- all 8 unit classifications, including maintenance employees? 9 MR. WEDEKING: That's correct. 10 HEARING OFFICER FONG: I -- I believe that was -- I -- I 11 had also gotten that -- that -- that -- that view as well from 12 the prior testimony, so I appreciate your -- your -- your 13 position on that, Mr. Petitioner. That will probably 14 conceivably save a decent amount of time from this witness's 15 testimony. That said, I'm going -- I'm still going to ask 16 additional questions beyond what has to have been stipulated to 17 by Petitioner. 18 So with that said, again, Board Exhibit 4 is -- is 19 introduced into the record. 20 (Board Exhibit Number 4 Received into Evidence) 21 HEARING OFFICER FONG: Okay. Okay. One second. 22 All right. That said, let me go ahead and -- and swear 23 the witness. 24 Whereupon, 25 STEPHANIE BAKER</p>	<p style="text-align: right;">Page 229</p> <p>1 THE WITNESS: I am a unit People & Culture manager for 2 IKEA. 3 HEARING OFFICER FONG: And how long have you hold this -- 4 how long have you had this position at -- at -- with -- at 5 IKEA? 6 THE WITNESS: I've been in this position for three years, 7 and I'm working for IKEA for six-and-a-half. 8 HEARING OFFICER FONG: Okay. Okay, so at -- at -- you've 9 had this posi -- you've had the job title you just mentioned at 10 IKEA for six-and-a-half months? 11 THE WITNESS: I have had this job title for three years. 12 HEARING OFFICER FONG: Okay. And what is your job title 13 again? 14 THE WITNESS: Unit People & Culture manager. 15 HEARING OFFICER FONG: Okay. And how -- how many -- how 16 many months have you had this job title at the IKEA location at 17 issue? 18 THE WITNESS: I have been supporting a second location, 19 which is Tejon, and I've been supporting them for six weeks. 20 HEARING OFFICER FONG: Okay. All right. The -- as you 21 have seen, there's -- there's a set number of policies and 22 procedures that have been introduced as Board Exhibit 4. Do -- 23 do -- if you -- does that -- do -- are all those policies 24 applicable to the -- to the job classifications here at issue? 25 THE WITNESS: Yes, those policies apply to all nonexempt</p>
<p style="text-align: right;">Page 228</p> <p>1 having been duly sworn, was called as a witness herein and was 2 examined and testified, telephonically as follows: 3 HEARING OFFICER FONG: Thank you. I appreciate your 4 serving for this proceeding. It's a fact, you know, as you 5 may -- as you may have been told, this is just a -- it's a 6 nonadversarial proceeding; it's just a fact-finding hearing. 7 I -- I am the Hearing Officer on behalf of the neutral National 8 Labor Relations Board, and it is my job to develop a full 9 record. I'll be asking you several questions. 10 Please make sure that you wait until I ask the question, 11 and I'll try my best as well to wait until you're done with 12 your answer. Likewise, for -- if Petitioner has any 13 objections, hold until that is resolved by myself and I 14 instruct you to proceed your testimony until -- so that you can 15 continue with your answers. 16 If -- if you -- if you know -- you know, if you don't know 17 something, just you don't know it; don't -- don't -- don't 18 guess. There might be some questions where -- where -- where 19 if you do know at your best estimate, that will appropriate; I 20 will let you know. 21 Okay, with that said, can you state your full name for the 22 record? 23 THE WITNESS: Stephanie Lee (ph.) Baker. 24 HEARING OFFICER FONG: Okay, and what is your for -- what 25 is your current position with IKEA at the facility in question?</p>	<p style="text-align: right;">Page 230</p> <p>1 IKEA coworkers. 2 HEARING OFFICER FONG: Okay. Do -- are you aware of the 3 overtime policies applicable to the job classifications at 4 issue? 5 THE WITNESS: Yes. Yes, I am. 6 HEARING OFFICER FONG: Do -- do -- do the -- are the 7 cleaners subject to overtime? 8 THE WITNESS: It would depend on whether they are part of 9 an alternative work schedule or not. But if they are not in -- 10 in part of the four-by-ten group, then yes, they are. 11 HEARING OFFICER FONG: Okay. And I -- I'm just -- the job 12 classifications at issue, so that you know, are the auditor, 13 cleaner, internal hauler, recovery coworker, stock controller, 14 warehouse coworker, and then we got the maintenance technician 15 and the -- the power equipment technician. Which of those 16 classifications are subject to an alternative work week? 17 THE WITNESS: I'd have to look at a schedule. The group 18 tomorrow -- or later should be able to tell you who works four- 19 by-ten and who works five-by-eight. 20 HEARING OFFICER FONG: Okay. Do you know if -- so you 21 don't know specifically right now which -- which of the 22 specifications qualify for alternative work schedule? 23 THE WITNESS: Not without a schedule in front of me. I'm 24 sorry. I don't know their schedules all that well. 25 HEARING OFFICER FONG: That's okay. That's okay.</p>

<p style="text-align: right;">Page 231</p> <p>1 THE WITNESS: Yeah.</p> <p>2 HEARING OFFICER FONG: Don't worry about it. We had -- we</p> <p>3 had a testimony earlier on that, I just wanted to see what --</p> <p>4 THE WITNESS: Okay.</p> <p>5 HEARING OFFICER FONG: -- if you could add to any --</p> <p>6 anything to that effect. What -- what's shift -- what's a</p> <p>7 shift differential; what is that?</p> <p>8 THE WITNESS: A shift differential is paid for a shift</p> <p>9 that might be deemed less desirable. And we have a policy</p> <p>10 around that that indicates there's a \$0.50 shift differential</p> <p>11 for the second shift and any work on the second shift, and</p> <p>12 there is a \$1 differential for work performed on the third</p> <p>13 shift.</p> <p>14 HEARING OFFICER FONG: Okay. Is the shift differential --</p> <p>15 the shift differential applicable to -- to the position of a</p> <p>16 cleaner?</p> <p>17 THE WITNESS: Yes.</p> <p>18 HEARING OFFICER FONG: To the position of an internal</p> <p>19 hauler?</p> <p>20 THE WITNESS: Yes.</p> <p>21 HEARING OFFICER FONG: Is it applicable to a recovery</p> <p>22 coworker?</p> <p>23 THE WITNESS: Yes.</p> <p>24 HEARING OFFICER FONG: Stock controller?</p> <p>25 THE WITNESS: Yes.</p>	<p style="text-align: right;">Page 233</p> <p>1 front of you?</p> <p>2 THE WITNESS: Yes.</p> <p>3 HEARING OFFICER FONG: All right.</p> <p>4 THE WITNESS: All the --</p> <p>5 HEARING OFFICER FONG: Mr. Employer, any -- any chance you</p> <p>6 can get those documents so she can testify about that? I think</p> <p>7 that would be helpful.</p> <p>8 MR. HART: Let -- let us look and see if we can find that.</p> <p>9 HEARING OFFICER FONG: All right. All right. Thank you.</p> <p>10 Do you have any personal knowledge about the work skills</p> <p>11 for each particular unit classification, Ms. Baker?</p> <p>12 THE WITNESS: I do not.</p> <p>13 HEARING OFFICER FONG: All right, and that's fine. And do</p> <p>14 you have any particular knowledge about the job functional</p> <p>15 integration of how they interact with each other as to the job</p> <p>16 classifications?</p> <p>17 THE WITNESS: Only at a very high level.</p> <p>18 HEARING OFFICER FONG: All right.</p> <p>19 One second. Let me -- let me gather some paperwork here</p> <p>20 and then I'll ask you my next question, okay?</p> <p>21 Let me -- let me ask you a little about promotional</p> <p>22 advancements -- advancements of the unit classification at</p> <p>23 issue. Are you aware of any -- any of the job</p> <p>24 classifications -- let me ask you specifically starting with</p> <p>25 the general warehouse. In your six months being at the</p>
<p style="text-align: right;">Page 232</p> <p>1 HEARING OFFICER FONG: General warehouse?</p> <p>2 THE WITNESS: Yes.</p> <p>3 HEARING OFFICER FONG: Maintenance -- maintenance</p> <p>4 technician?</p> <p>5 THE WITNESS: Yes.</p> <p>6 HEARING OFFICER FONG: Power equipment technician?</p> <p>7 THE WITNESS: Yes.</p> <p>8 HEARING OFFICER FONG: Okay. Okay, good. One second.</p> <p>9 Let me -- give me one second. Let me just adjust something</p> <p>10 here on my desk, okay?</p> <p>11 THE WITNESS: Okay.</p> <p>12 HEARING OFFICER FONG: Thank you. Hold on one second.</p> <p>13 Sorry about that. I'm calling from my iPhone and I had to</p> <p>14 make sure it's properly charged so I don't get the dropped</p> <p>15 call. All right, one second.</p> <p>16 Let me ask you about -- let me ask about salary -- salary</p> <p>17 ranges, okay? Do you know the salary range for a cleaner unit</p> <p>18 position?</p> <p>19 THE WITNESS: I -- I -- I have -- I have it on record. I</p> <p>20 mean, I have a form I could pull up to tell you what it is, but</p> <p>21 I don't know it off the top of my head.</p> <p>22 HEARING OFFICER FONG: Okay. I -- I guess that -- I take</p> <p>23 it that will be the same answer? I wanted to ask you for the</p> <p>24 salary ranges of -- of each particular job -- job</p> <p>25 classification. Would you also have to have those documents in</p>	<p style="text-align: right;">Page 234</p> <p>1 location, are you aware of whether any general warehouse men or</p> <p>2 women have been promoted to any of the other job</p> <p>3 classifications?</p> <p>4 THE WITNESS: I'd like to correct you that it's been six</p> <p>5 weeks that I've been overseeing this location, but we do a lot</p> <p>6 of internal advancement and a lot of promotion from within.</p> <p>7 There is an exhibit that shows advancement of this particular</p> <p>8 group, but we do have people kind of -- in a unit this big, we</p> <p>9 have a lot of people moving from -- from spot to spot. But</p> <p>10 generally, warehouse is a good spot for -- for folks from the</p> <p>11 outside learning IKEA and learning who we are, and then we use</p> <p>12 that as -- as launch pad for future advancement (audio</p> <p>13 interference) jobs that are maybe more specific or more</p> <p>14 technical in nature.</p> <p>15 HEARING OFFICER FONG: And are you -- are you one of the</p> <p>16 persons that's involved in the computer or paperwork, so to</p> <p>17 speak, required for going from one position -- for being</p> <p>18 promoted from one position to -- or being transferred from one</p> <p>19 position to another?</p> <p>20 THE WITNESS: I would be involved to some degree, although</p> <p>21 our recruitment team, which is a centralized team that sits on</p> <p>22 the east coast, would do the initial phone screening for</p> <p>23 applicants, and then the hiring managers would be managers</p> <p>24 within the site in Tejon who actually make the hiring decision.</p> <p>25 And then, it comes back to HR to kind of help process the</p>

<p style="text-align: right;">Page 235</p> <p>1 paperwork.</p> <p>2 HEARING OFFICER FONG: Directing your attention again to</p> <p>3 the warehouse coworkers, have you been aware in the last six-</p> <p>4 and-a-half weeks at the facility at issue of any warehouse</p> <p>5 coworkers being promoted into a differ -- or transferred</p> <p>6 permanently into a different job classification here than the</p> <p>7 ones that we're talking about?</p> <p>8 THE WITNESS: I'm not sure.</p> <p>9 HEARING OFFICER FONG: Okay. How about, are you -- are</p> <p>10 you aware of -- you know, again, in your six months having</p> <p>11 worked there, of any -- let's say as to the internal hauler,</p> <p>12 has -- has -- have any internal haulers been promoted to a</p> <p>13 different job classification that you're aware of?</p> <p>14 THE WITNESS: I am not sure. Generally, the -- the</p> <p>15 internal hauler is one of our higher-paid positions, so it</p> <p>16 would be unlikely that they would become something at a lower</p> <p>17 pay grade. So the only way there would be up to something in</p> <p>18 maintenance or in another --</p> <p>19 HEARING OFFICER FONG: Okay, I see.</p> <p>20 THE WITNESS: Yeah.</p> <p>21 HEARING OFFICER FONG: How about cleaners?</p> <p>22 MR. HART: Mr. -- Mr. Hearing Officer?</p> <p>23 HEARING OFFICER FONG: Yes?</p> <p>24 MR. HART: Could we -- could we go off the record for just</p> <p>25 a moment?</p>	<p style="text-align: right;">Page 237</p> <p>1 some of your -- your responsibilities as it relates to HR at</p> <p>2 the facility?</p> <p>3 THE WITNESS: Sure, of course. So People & Culture is</p> <p>4 really made to (audio interference) managers in helping them</p> <p>5 make the best people decisions and helping coworkers support</p> <p>6 themselves through development, performance, management,</p> <p>7 corrective action, and those types of processes. So from</p> <p>8 everywhere from recruitment through termination and the entire</p> <p>9 life cycle of a coworker, People & Culture might be involved.</p> <p>10 So as -- as my current position, training and development,</p> <p>11 speaking to succession and planning for future growth of the</p> <p>12 organization, all of those things would be within the scope of</p> <p>13 my support role for the location.</p> <p>14 HEARING OFFICER FONG: Do you have -- do you have any</p> <p>15 face-to-face interaction with any other unit -- job -- job</p> <p>16 classifications employees?</p> <p>17 THE WITNESS: Not in Tejon at this time, no.</p> <p>18 HEARING OFFICER FONG: Okay. So it is not like -- your</p> <p>19 unit is not like a -- like, an employee in a job classification</p> <p>20 can go up to your HR office and walk -- knock on your door and</p> <p>21 be like, hey, could you help me fill out this form, and so-so-</p> <p>22 so; it's not like that?</p> <p>23 THE WITNESS: If I was on site, then that would be the</p> <p>24 job. So that's the job and that's the experience that my</p> <p>25 coworkers in American Canyon are getting right now, but that's</p>
<p style="text-align: right;">Page 236</p> <p>1 HEARING OFFICER FONG: Yes, let's go off the record, Madam</p> <p>2 Reporter.</p> <p>3 (Off the record at 1:54 p.m.)</p> <p>4 HEARING OFFICER FONG: Okay, we're back on the record. I</p> <p>5 had some off-the-record discussions with Employer counsel and</p> <p>6 Ms. Baker to assist me in determining which documents will</p> <p>7 assist the decision writer as to the community-of-interest</p> <p>8 issue, so as to expedite this hearing. With that said, I also</p> <p>9 had an additional explanation from Ms. Baker in -- as to her --</p> <p>10 her job position.</p> <p>11 Ms. Baker, can you explain for the record as well the --</p> <p>12 the structure of how you operate as -- as -- as you noted</p> <p>13 earlier?</p> <p>14 THE WITNESS: Of course. So IKEA's People & Culture</p> <p>15 organization operates as one, starting with the corporate</p> <p>16 level. We call that our (audio interference) office. And then</p> <p>17 we operate within markets. And Tejon sits in the west coast</p> <p>18 market. And I am currently a People & Culture manager for the</p> <p>19 American Canyon unit, which is in the Bay Area. I'm covering</p> <p>20 on an interim basis to support Tejon and in -- a current</p> <p>21 vacancy. So I've been six -- a little over six-and-a-half</p> <p>22 years with IKEA (audio interference) in American Canyon. Six</p> <p>23 weeks of that time has been spent in American Canyon and</p> <p>24 supporting Tejon on an interim basis.</p> <p>25 HEARING OFFICER FONG: Can you -- can you elaborate on</p>	<p style="text-align: right;">Page 238</p> <p>1 because this is where my home location is. The person that</p> <p>2 succeeds the vacancy in Tejon would have that relationship with</p> <p>3 the workers. They would be able to --</p> <p>4 HEARING OFFICER FONG: I see.</p> <p>5 THE WITNESS: -- come up to the --</p> <p>6 HEARING OFFICER FONG: Okay. Where's your office --</p> <p>7 THE WITNESS: -- person who --</p> <p>8 HEARING OFFICER FONG: -- where is your office at the</p> <p>9 Tejon facility?</p> <p>10 THE WITNESS: I don't have an office in Tejon. I'm only</p> <p>11 supporting them virtually right now.</p> <p>12 HEARING OFFICER FONG: Virtually. So you're -- you're</p> <p>13 virtually supporting them out of what location again?</p> <p>14 THE WITNESS: American Canyon.</p> <p>15 HEARING OFFICER FONG: And that's Northern California, you</p> <p>16 said, right?</p> <p>17 THE WITNESS: Yes. In the Bay -- North Bay.</p> <p>18 HEARING OFFICER FONG: Okay.</p> <p>19 THE WITNESS: Um-hum.</p> <p>20 HEARING OFFICER FONG: Okay. And just -- just -- just</p> <p>21 elaborate a little bit further in terms of your support for --</p> <p>22 for the -- do you provide any support for -- for the team leads</p> <p>23 at the Tejon facility?</p> <p>24 THE WITNESS: Yes. I -- I do. So I'm currently</p> <p>25 supporting Tejon with some training and development, ensuring</p>

<p style="text-align: right;">Page 239</p> <p>1 that their coworkers are getting through all of these</p> <p>2 mandatories and musts. I'm also supporting them with</p> <p>3 corrective-action decisions when performance management is</p> <p>4 happening. I am helping them assess future opportunities for</p> <p>5 recruitment needs, additional head count, and having</p> <p>6 conversations of the -- of the like.</p> <p>7 HEARING OFFICER FONG: Okay. Okay. And that's with --</p> <p>8 with the team leads?</p> <p>9 THE WITNESS: Yeah, the team leads and managers.</p> <p>10 HEARING OFFICER FONG: Team leads and upper management,</p> <p>11 same thing?</p> <p>12 THE WITNESS: Yeah. Um-hum, yeah.</p> <p>13 HEARING OFFICER FONG: All right. Thank you so much.</p> <p>14 All right. I'd like to -- I'd like to direct your</p> <p>15 attention to a -- a document entitled, "Final 2020 Benefits</p> <p>16 Guide" that's been introduced as Board Order -- Board Exhibit</p> <p>17 Number --</p> <p>18 Next in order, is it number 9, Ms. Court Reporter?</p> <p>19 THE COURT REPORTER: Sorry, let me --</p> <p>20 HEARING OFFICER FONG: Okay. I believe next in order</p> <p>21 Board exhibit would be number 9 -- I'm sorry -- number --what</p> <p>22 number, Ms. Court Reporter?</p> <p>23 THE COURT REPORTER: I'm pulling it up. I'm sorry. One</p> <p>24 second.</p> <p>25 HEARING OFFICER FONG: Take your time.</p>	<p style="text-align: right;">Page 241</p> <p>1 HEARING OFFICER FONG: All right. Any -- any objection</p> <p>2 to -- to Board Exhibit 5, Mr. Petitioner?</p> <p>3 MR. WEDEKING: No.</p> <p>4 HEARING OFFICER FONG: All right. That's received.</p> <p>5 (Board Exhibit Number 5 Received into Evidence)</p> <p>6 HEARING OFFICER FONG: Let me now direct your attention to</p> <p>7 a document that has been brought by the Employer that is</p> <p>8 entitled, "Tejon Maintenance Previous Roles Report". Let's --</p> <p>9 do you have that in front of you, and if so, can you open it</p> <p>10 up? I see it's a ten-page document with one, two, three, four,</p> <p>11 five -- six columns. Can you explain what this document is,</p> <p>12 Ms. Baker?</p> <p>13 THE WITNESS: Yes, of course. So this document is a</p> <p>14 document that's published, that comes out of a GlobalView</p> <p>15 system, which is a SAP software in our HRIS system. And this</p> <p>16 particular ad hoc report is pulling previous roles for all the</p> <p>17 maintenance technicians in the unit today. So on the far left</p> <p>18 column, it'll tell you which business unit. There are two</p> <p>19 business units that operate within Tejon. There's a store</p> <p>20 distribution and a customer distribution side of the business.</p> <p>21 So you can see Tejon without the CDC is the SD side, and then</p> <p>22 Tejon CDC is part of the CDC business.</p> <p>23 And then the coworker's last and first name. And in the</p> <p>24 next column, which the fourth over from the left side, is a</p> <p>25 date and that's the start date of this action. And then on the</p>
<p style="text-align: right;">Page 240</p> <p>1 THE COURT REPORTER: It's number 5.</p> <p>2 HEARING OFFICER FONG: Number 5. That's right.</p> <p>3 All right. Do you have that document in front of you;</p> <p>4 it's been -- it's been provided by Employer to all parties?</p> <p>5 THE WITNESS: Yes.</p> <p>6 HEARING OFFICER FONG: Okay. Can you explain what this</p> <p>7 document is, Ms. Baker?</p> <p>8 THE WITNESS: Yeah. So this is a document that's 29 pages</p> <p>9 in length, and it describes on page 2, to the table of</p> <p>10 contents, the entire document. It starts with a little</p> <p>11 snapshot about IKEA benefits and then talks about inel --</p> <p>12 eligibility, how to enroll, and then deep dives into the</p> <p>13 different benefit offerings. And really, what -- what this</p> <p>14 document represents for us is that this is comprehensive. It</p> <p>15 covers all of our nonexempt and exempt employees across all the</p> <p>16 classifications involved here.</p> <p>17 HEARING OFFICER FONG: Okay, okay. So -- so -- so it's</p> <p>18 your testimony that these -- these benefits, medical, tele</p> <p>19 (phonetic), and everything in there, applies equally to all job</p> <p>20 specifications?</p> <p>21 THE WITNESS: Yes.</p> <p>22 HEARING OFFICER FONG: Yes?</p> <p>23 THE WITNESS: The only disqualifier would be part-time</p> <p>24 coworkers. They would not be eligible for certain medical</p> <p>25 benefits. But that's called out in that -- in that document.</p>	<p style="text-align: right;">Page 242</p> <p>1 far -- and then there's position. And then on the far right,</p> <p>2 you have the end date of the action.</p> <p>3 So there are a lot of lines that look duplicated on this</p> <p>4 particular report. And that would indicate probably a change</p> <p>5 in the record. It could have been their reporting manager</p> <p>6 changed. It could've been a call-center change. It could've</p> <p>7 been a pay change. There's lots of different things that could</p> <p>8 trigger a different line on this report. But the most</p> <p>9 important to us here is the change of positions to indicate</p> <p>10 that we do a lot of growth from within, and -- and a lot of</p> <p>11 coworkers might start in a different place and end in the</p> <p>12 maintenance group.</p> <p>13 HEARING OFFICER FONG: Can you explain by looking at this</p> <p>14 document, the -- and the first example on this document where</p> <p>15 it would reflect what you just said perhaps --</p> <p>16 THE WITNESS: Yes.</p> <p>17 HEARING OFFICER FONG: -- by -- by -- bring it to my</p> <p>18 attention to an individual whose job title changed?</p> <p>19 THE WITNESS: Yes. Is it --</p> <p>20 HEARING OFFICER FONG: Let's do besides -- let's do</p> <p>21 besides Gabriel Atkinson, besides him because there's going to</p> <p>22 be some -- Petitioner is going to have some objections to that.</p> <p>23 So let's do the next in order that you think would accurately</p> <p>24 be a reflective example of what you just testified about.</p> <p>25 THE WITNESS: Okay. The next coworker on the report, page</p>

<p style="text-align: right;">Page 243</p> <p>1 2, James Heisler, it looks like he started as a preventative 2 maintenance mechanic and then worked a couple years in that 3 role before becoming a maintenance technician. In the next 4 example, we have Javier Virgen Avila. And it looks like he was 5 a warehouse coworker up until the point of Janu -- sorry -- 6 July 13th, 2020. And then on July 14th, 2020, he began -- he 7 began the role of maintenance technician, which is his current 8 role today. 9 HEARING OFFICER FONG: Okay. Show me -- show me one more. 10 Please, state it for the record, one more. 11 THE WITNESS: Sure. The next one, I believe, is Melvin. 12 And it's -- because of the page break, it's a little -- it's a 13 little difficult to see, but you can see that he was in the -- 14 a warehouse coworker from -- beginning April 19th, 2010 through 15 December 17th, 2011. And at the page break, he became -- oops, 16 sorry, I'm looking at the wrong one. Sorry. 17 HEARING OFFICER FONG: Yeah. And we're looking at Melvin 18 Mamauag -- 19 THE WITNESS: Sorry. 20 HEARING OFFICER FONG: -- on page 4, right? 21 THE WITNESS: Yeah. I jumped ahead of myself there. 22 Yeah. So you can see there at the page break that it goes from 23 page 4 to page 5. He goes from a warehouse coworker to a 24 maintenance technician there on May 20th, 2012. 25 HEARING OFFICER FONG: And your testimony is that -- how</p>	<p style="text-align: right;">Page 245</p> <p>1 Ms. -- Ms. -- Ms. Baker, can you explain, did you limit it to 2 particular job classifications or did you do, like, a 3 widespread request for all job classifications? Explain to me 4 how you pulled out this document? Were you selective, 5 nonselective? State it for the record. 6 THE WITNESS: Yes. This document we pulled, we used the 7 search feature to qualify only those ending in maintenance 8 technician to show the progression up to maintenance 9 technician. Although yes -- 10 HEARING OFFICER FONG: Okay. 11 THE WITNESS: -- some people -- it happens a lot within 12 IKEA. A maintenance technician will be, like, a final spot for 13 a lot of people because it's one of our highest paying hourly 14 pay grades. So if they start as a warehouse coworker or 15 cleaner, they might work their way up to maintenance technician 16 and probably not be interested in a demotion to do something 17 different. 18 MR. WEDEKING: My only concern is -- 19 HEARING OFFICER FONG: I -- I -- I -- 20 MR. WEDEKING: Hearing Officer, would you -- 21 HEARING OFFICER FONG: Yeah, Mr. Petitioner? 22 MR. WEDEKING: The -- the general co -- warehouse 23 coworkers jump around to other -- other job classifications a 24 lot more. I think the record would document that, if provided, 25 would reflect that it's rare that -- that they do come to</p>
<p style="text-align: right;">Page 244</p> <p>1 is that you pulled out this document again? 2 THE WITNESS: This report comes out from GlobalView, which 3 is a report -- a software run by SAP on the HRIS system. 4 HEARING OFFICER FONG: Okay. And on or about the date 5 that you pulled the document? 6 THE WITNESS: It was probably about two weeks ago. 7 HEARING OFFICER FONG: All right. All right. All right. 8 Mr. Petitioner, you had something to say -- you had some 9 objection to some aspect of the doc -- document; can you state 10 it for the record? 11 MR. WEDEKING: I can say that -- that Gabriel Atkinson has 12 worked in the facilities department from his start date. And 13 the fact that it says warehouse coworker, I disagree with that. 14 But on the topic of this document, this is irrelevant -- 15 this is relevant -- perhaps the rules -- the previous rules of 16 the other job classifications, are too. And if we had those, I 17 think you can see that there are a few times that some people 18 come to maintenance from other departments, but nobody ever 19 leaves maintenance to go anywhere else. I think that would -- 20 that would be an important piece of information, too. I mean, 21 we have -- 22 HEARING OFFICER FONG: Right. 23 MR. WEDEKING: -- previous maintenance, but we don't have 24 previous roles as cleaners or anybody else. 25 HEARING OFFICER FONG: And when you pulled this document,</p>	<p style="text-align: right;">Page 246</p> <p>1 maintenance, but it's very common with regard to other job 2 classifications, if the Board thinks that that would be 3 relevant. I do. 4 HEARING OFFICER FONG: He makes a good point. Do we 5 have -- 6 MR. HART: Mr. Hearing Officer? 7 HEARING OFFICER FONG: Can we have a document that would 8 reflect general warehouse promotions to -- to different -- all 9 the departments; can you generate such a document, Ms. Baker? 10 THE WITNESS: Yes. 11 HEARING OFFICER FONG: Jeremy, subject to that, I'm going 12 to leave this out for now. But if we're balancing, I think 13 it's an equal balance to -- to get a document of such nature. 14 It will balance again, the -- the record. So subject to that, 15 I'm not -- I'm going to -- 16 MR. HART: Mr. -- 17 HEARING OFFICER FONG: I'm not -- I'm not introducing this 18 document yet -- 19 MR. HART: Mr. Hearing Officer -- 20 HEARING OFFICER FONG: -- Board Exhibit 6. 21 Yes? 22 MR. HART: Mr. -- Mr. Hearing Officer, the question -- the 23 question here is with regard to community of interest, one of 24 the factors is the promotion of people outside of the 25 petitioned-for unit into the petitioned-for unit. That -- that</p>

<p style="text-align: right;">Page 247</p> <p>1 is the question. This -- this is directly relevant to that 2 point. Whether or not a general warehouse coworker moves into 3 a stock controller position or a stock controller position 4 moves into a cleaner position honestly is irrelevant to the 5 community-of-interest analysis. This -- this reflects what is 6 actually relevant to the community-of-interest analysis. And 7 therefore, the -- the -- while -- while Mr. Petitioner believes 8 that other information might be relevant, it simply is not 9 because the question is -- is do employees in the petitioned- 10 for unit, are their promotion -- do they move from -- from 11 outside of -- into the petitioned-for unit. And that is -- 12 that is exactly what this document shows, Mr. Hearing Officer. 13 MR. WEDEKING: Mr. Hearing Officer, I feel that if you see 14 how -- how stock control ranks were filled with general 15 warehouse coworkers and -- and such, that you would find that 16 they're basically -- there might be other job classifications, 17 but if you see the -- the jump-around between the department in 18 the other job classifications that aren't presented here, that 19 you would find that there's basically -- everybody was once a 20 warehouse coworker except for the ones in maintenance. And I 21 think the document will reflect that if you could -- if you 22 could look at it. And the fact -- 23 HEARING OFFICER FONG: Well, yeah, their --- their -- 24 thank you, Mr. Petitioner. 25 Yeah, I think I'm prepared make a ruling. I -- you did</p>	<p style="text-align: right;">Page 249</p> <p>1 forwarded that to all parties, to the extent that that's 2 supplements the record with regard to his -- his job history at 3 IKEA. 4 HEARING OFFICER FONG: Let me see. Give me one second, 5 though. Let me turn off my air conditioner because it's 6 getting really cold. 7 Okay. I'm opening up -- let me open up the offer letter. 8 Atkinson offer letter. 9 Have you been able to open it up, Mr. Petitioner? 10 MR. WEDEKING: Yes, I'm reading it now. 11 HEARING OFFICER FONG: Let me read it, too. 12 Jeremy, I thought this was a letter confirming Gabriel's 13 position into the maintenance. But tell me again the relevancy 14 of this? 15 MR. HART: Yeah, the relevance -- Mr. Petitioner had said 16 that he was not aware that he had been a general warehouse 17 coworker and that he had always worked in the facilities unit. 18 What this offer letter shows is that he was hired as a general 19 warehouse coworker/battery maintenance technician. So he was 20 actually hired into both the general -- you know, the 21 operations side and the facilities side, and that he had a -- 22 he had a dual role. 23 MR. WEDEKING: Mr. -- Mr. -- Mr. Hearing Officer -- 24 HEARING OFFICER FONG: Okay, I get it. 25 MR. WEDEKING: -- that was -- that was just the opposite</p>
<p style="text-align: right;">Page 248</p> <p>1 have -- you do have testimony which has been uncontroverted, 2 Mr. Petitioner, that once -- once an employee gets promoted 3 into maintenance, that they stay there and that there's nobody 4 who has gone the other way around. With that said, I -- I -- 5 your objection -- your objection, so noted. Employer's legal 6 standard, as -- as he just mentioned, that it is correct that 7 the issue factored in community of interest, it is -- it is 8 whether promotions go from outside units into the maintenance. 9 We do have a lot of testimony -- I think we have 10 sufficient testimony from the Petitioner's side that 11 establishes a lot of what you just said, warehouse -- general 12 warehouse being promoted into -- into many of the other job 13 classifications. We do have that testimony in there already. 14 But that being said, I think Employer's counsel properly 15 mentioned that factor. So with that said, I will introduce -- 16 despite your objection. And then because of the testimony that 17 I believe you already put in the record and your burden of 18 proof, I will introduce Board Exhibit 6 into the record. 19 (Board Exhibit Number 6 Received into Evidence) 20 MR. HART: Mr. Hearing -- 21 HEARING OFFICER FONG: Anything additional you wanted to 22 say, Mr. Petitioner? 23 MR. WEDEKING: No. No. 24 MR. HART: Mr. Hearing Officer, Ms. Baker was able to 25 obtain Mr. Atkinson's offer letter from IKEA, and I have</p>	<p style="text-align: right;">Page 250</p> <p>1 of what was being told earlier. We saw that -- that -- that 2 document that said he was general warehouse coworker. And the 3 fact that if I didn't mention that he wasn't, we would've never 4 got this information. It's -- it's -- 5 HEARING OFFICER FONG: No, I know -- I know. No, I know. 6 So -- so the Employer is just, you know, addressing -- 7 addressing your -- your concern back then, that you had 8 mentioned you were -- you were not aware that he had been a 9 general warehouse in the past. But this -- to me, this shows 10 that he had been, you know, a warehouse in the past as 11 reflected in that document. 12 MR. WEDEKING: In title -- in title, alone, Mr. Hearing 13 Officer. He -- he has always worked in facilities, and -- and 14 I think that I'll just -- I'll -- I'll ask the facilities 15 manager, and she -- or I'll -- I'll let it go till then. 16 HEARING OFFICER FONG: Hold on a second. Let's 17 introduce -- let's introduce this as Board Exhibit 7, this -- 18 which is a letter of offer for Gabriel Rodriguez (sic) becoming 19 a general warehouse coworker July 28, 2015. That'll be Board 20 Exhibit 7. 21 (Board Exhibit Number 7 Marked for Identification) 22 MR. WEDEKING: This is just the -- this is for him getting 23 hired on initially, not -- not him becoming a maintenance 24 technician, correct? 25 THE WITNESS: Correct.</p>

<p style="text-align: right;">Page 251</p> <p>1 HEARING OFFICER FONG: That's correct. That's correct.</p> <p>2 MR. HART: Right.</p> <p>3 HEARING OFFICER FONG: This should reflect that he -- he</p> <p>4 became a general warehouse --</p> <p>5 MR. WEDEKING: So -- so the --</p> <p>6 HEARING OFFICER FONG: -- worker in July of 2015.</p> <p>7 MR. WEDEKING: -- then what -- if we look at one that had</p> <p>8 his offer to become a maintenance tech, it would say from</p> <p>9 general warehouse coworker/battery technician to maintenance</p> <p>10 technician? I think that --</p> <p>11 HEARING OFFICER FONG: Can we get that letter? Can you --</p> <p>12 MR. WEDEKING: That's the one that we --</p> <p>13 HEARING OFFICER FONG: -- see if we can get that letter?</p> <p>14 MR. WEDEKING: If it was --</p> <p>15 MR. HART: Mr. -- Mr. Hearing Officer, if I'm not</p> <p>16 mistaken, Petitioner is going to have the opportunity to cross</p> <p>17 Ms. Baker and ask questions. So I mean, what I would suggest</p> <p>18 is -- is that you can finish questioning Ms. Baker, and then</p> <p>19 Petitioner can conduct any cross-examination that -- that he</p> <p>20 desires to conduct. I mean, that would -- that would certainly</p> <p>21 make the record cleaner for everybody.</p> <p>22 MR. WEDEKING: I apologize. I'll wait.</p> <p>23 HEARING OFFICER FONG: No, that's fine. That's fine.</p> <p>24 That's fine. Thank you for that suggestion. That seems --</p> <p>25 that seems okay. Although, you know are allowed to -- you are</p>	<p style="text-align: right;">Page 253</p> <p>1 THE WITNESS: I do. Thank you.</p> <p>2 HEARING OFFICER FONG: Can you -- can you -- can you --</p> <p>3 this is a 41-page document. Can you explain what this is?</p> <p>4 THE WITNESS: Yes. This is a document that's maintained</p> <p>5 by the risk and compliance division within IKEA's Customer</p> <p>6 Fulfillment unit. And they maintain this document that has, in</p> <p>7 the far-left column, the coworker's name, it's -- I'm over to</p> <p>8 their job title. The third column is their MHE operator</p> <p>9 license number. And then it outlines in the -- the fourth and</p> <p>10 fifth column which equipment -- MHE stands for material</p> <p>11 handling equipment, so which type of equipment they're</p> <p>12 certified on and the date they were certified for that piece of</p> <p>13 equipment. So this shows all active certifications across all</p> <p>14 of our nonexempt coworkers in the unit.</p> <p>15 HEARING OFFICER FONG: Okay. And that includes the -- the</p> <p>16 maintenance technicians, power technicians --</p> <p>17 THE WITNESS: It does.</p> <p>18 HEARING OFFICER FONG: -- and the additional job</p> <p>19 classifications here at issue?</p> <p>20 THE WITNESS: Yes, it does.</p> <p>21 HEARING OFFICER FONG: How is it that you came about</p> <p>22 producing this document, and is this normally held in the</p> <p>23 customary procedure of IKEA?</p> <p>24 THE WITNESS: This document is housed with Risk and</p> <p>25 Compliance and shared with HR or People & Culture.</p>
<p style="text-align: right;">Page 252</p> <p>1 allowed to object -- because we're talking about a particular</p> <p>2 exhibit, you're allowed to object. But with that said, I do</p> <p>3 think you get it, Mr. Petitioner. You can ask follow-up</p> <p>4 questions for the -- for the -- for Ms. Baker.</p> <p>5 I do note your -- your concern for this exhibit, but I</p> <p>6 will go ahead and introduce it as Board Exhibit Number 7,</p> <p>7 again, because it's relevant to an issue that you raised with</p> <p>8 the previous exhibit. Okay?</p> <p>9 (Board Exhibit Number 7 Received into Evidence)</p> <p>10 HEARING OFFICER FONG: All right. Let's move on.</p> <p>11 Okay. Back to -- back to Board Exhibit 6, the Tejon</p> <p>12 maintenance document. Okay, you testified what it's about. I</p> <p>13 think we covered Atkinson, Gabriel. All right. With that</p> <p>14 said, I introduce that, if I haven't done already, that Board</p> <p>15 Exhibit 6 into the record.</p> <p>16 And Madam Court Reporter, if I miss my exhibits, please --</p> <p>17 please you be so kind to -- to correct me. Okay?</p> <p>18 THE COURT REPORTER: Okay.</p> <p>19 HEARING OFFICER FONG: All right. Now, moving on to next</p> <p>20 exhibit in order. It's a document entitled -- provided by the</p> <p>21 Employer. It's entitled, "Tejon MHE Certs". It's been</p> <p>22 provided to all parties.</p> <p>23 If Ms. Baker can have that in front of you and open that</p> <p>24 up, I'm going to ask you some questions about that. Do you</p> <p>25 have it in front of you, Ms. Baker?</p>	<p style="text-align: right;">Page 254</p> <p>1 HEARING OFFICER FONG: And is this -- is this a document</p> <p>2 that's normally maintained in the normal course of business for</p> <p>3 IKEA?</p> <p>4 THE WITNESS: Yes. Yes, this is -- this is how they</p> <p>5 maintain how many people are certified on the different types</p> <p>6 of equipment for --</p> <p>7 HEARING OFFICER FONG: And when did you -- when did you --</p> <p>8 when did -- did you generate this document yourself?</p> <p>9 THE WITNESS: I did not. It was generated by the team</p> <p>10 leader in Risk and Compliance at the Tejon facility. And it</p> <p>11 was --</p> <p>12 HEARING OFFICER FONG: Who's that?</p> <p>13 THE WITNESS: -- sent to me about a week or so again,</p> <p>14 maybe ten days.</p> <p>15 HEARING OFFICER FONG: And the name of the team leader who</p> <p>16 generated this?</p> <p>17 THE WITNESS: Suhey (sic) Alvarez.</p> <p>18 HEARING OFFICER FONG: Okay. And is -- it was given down</p> <p>19 to you by chain of command?</p> <p>20 THE WITNESS: Yes.</p> <p>21 HEARING OFFICER FONG: Can you elaborate a little bit on</p> <p>22 the license number; what does that mean?</p> <p>23 THE WITNESS: The -- I honestly don't know what the last</p> <p>24 part means, but the first part is the unit. So Tejon is known</p> <p>25 as unit -- business unit 345. So that's what the 345 stands</p>

<p style="text-align: right;">Page 255</p> <p>1 for. I'm -- I'm not sure about the last numbers. 2 HEARING OFFICER FONG: Okay. 3 THE WITNESS: But they're individualized. 4 HEARING OFFICER FONG: All right. But this not, like, a 5 training license number issued by the -- 6 THE WITNESS: It's -- 7 HEARING OFFICER FONG: -- state or anything like that? 8 THE WITNESS: No. No, it would be IKEA's internal number. 9 HEARING OFFICER FONG: I see, I see, I see. Okay. Let me 10 just scroll through the document. And then we -- off the 11 record, we -- we -- we saw this document a little bit further, 12 and I do see cleaner and cowork -- general warehouse coworker. 13 And I believe I've seen -- 14 THE WITNESS: Maintenance technician and -- 15 HEARING OFFICER FONG: Stock controller. 16 THE WITNESS: -- stock controller, recovery. 17 HEARING OFFICER FONG: Maintenance technician. 18 THE WITNESS: Um-hum. 19 HEARING OFFICER FONG: Internal hauler. Okay. I see them 20 all there. All right. 21 Any objections to this document, Mr. Petitioner? 22 MR. WEDEKING: No. 23 HEARING OFFICER FONG: Okay. This document is introduced 24 as Board Exhibit Number 8, Tejon MHE. Okay. 25 (Board Exhibit Number 8 Marked for Identification)</p>	<p style="text-align: right;">Page 257</p> <p>1 title for ease. 2 And then you've got the date that that training record was 3 assigned, the date that it was due, whether it was completed or 4 not. And this is the completed version of the report, so 5 everything will be completed on this report. And then on the 6 far right-hand column, you'll see the date that it was actually 7 completed. 8 HEARING OFFICER FONG: Okay. All right. This supplements 9 prior testimony. There's been a lot of testimony from the 10 Petitioner. And I think the record is clear that there is a 11 lot of -- there are certain training skills that apply to some 12 classifications than others and Petitioner has -- has also 13 testified a lot as to the -- introduced documentary evidence as 14 to certain particular trainings that are applicable only to the 15 maintenance. So I see this document only as supplementary 16 value. So with that -- with that noted -- well, any objections 17 to introduction of Board Exhibit Number 9, the online learning, 18 Mr. Petitioner? 19 MR. WEDEKING: No. 20 HEARING OFFICER FONG: All right. Board Exhibit 9 is 21 introduced into the record. 22 (Board Exhibit Number 9 Received into Evidence) 23 HEARING OFFICER FONG: Next in order will be -- there's a 24 document again that was provided by the Employer to all 25 parties. It's entitled, "My Learning Training Due Report",</p>
<p style="text-align: right;">Page 256</p> <p>1 (Board Exhibit Number 8 Received into Evidence) 2 HEARING OFFICER FONG: Okay. Let me go to the next in 3 order. Okay, next in order would be Board Exhibit Number 9, 4 entitled, "Tejon MHE Search". If you can please have that 5 document in front of you and open it up, Ms. Baker. I'm going 6 to ask you some questions about it. 7 THE WITNESS: That was the document we were just viewing. 8 HEARING OFFICER FONG: I'm sorry. My mistake. Thank you. 9 Next in order -- I'm sorry -- Board -- Board Number 9 will 10 be entitled the "Tejon Learning Completed Training Report". 11 Let's open up the document. It has been submitted -- provided 12 by the Employer to all parties. 13 Can you -- can you explain what the document is, Ms. 14 Baker? 15 THE WITNESS: Yes. This document as -- was generated on 16 October 8th. But it is a complete training roster for any 17 online digital training that happens within the My Learning 18 system. So as coworker in the unit, there's a certain number 19 of trainings that would be assigned to your roster. And then 20 you go into the My Learning unit -- the My Learning system, see 21 what's due for you and then complete it. So you can see across 22 the report the name which is the coworker's name; the location, 23 Tejon; their job title, so you can see the diversity of job 24 titles there across the parties that we're interested in; and 25 then the training title. And we have it sorted by training</p>	<p style="text-align: right;">Page 258</p> <p>1 date of October 8th, 2020. It's a -- it's a 160-page document. 2 Ms. -- Ms. -- Ms. Baker, can you explain what this 3 document is? 4 THE WITNESS: Yes. This document is exactly the opposite 5 of the prior document. So this document will show any training 6 that's been assigned in the system to any coworker in any 7 classification, and will show that it has not yet been 8 completed. So the training completed date is empty. 9 HEARING OFFICER FONG: I said what -- okay. 10 THE COURT REPORTER: I'm sorry, you cut in and out. 11 HEARING OFFICER FONG: Say the last part, Ms. Baker. 12 THE WITNESS: Oh, I'm sorry. The last column is empty for 13 training completed date because these are all pending being 14 completed. So they have not been done yet. They are assigned 15 to the users in the system, but they have not been completed 16 yet. 17 HEARING OFFICER FONG: I see. Okay. This is similar to 18 the prior Board Exhibit 9. 19 Any -- any objection from Petitioner? 20 MR. WEDEKING: None. 21 HEARING OFFICER FONG: This will be marked as Board 22 Exhibit 10. All right. 23 (Board Exhibit Number 10 Marked for Identification) 24 (Board Exhibit Number 10 Received into Evidence) 25 HEARING OFFICER FONG: Next in order, we have a -- a</p>

<p style="text-align: right;">Page 259</p> <p>1 virtual welcome document. That, again, has been provided to 2 all parties. Can you explain what this document is? This is 3 being marked -- 4 THE WITNESS: Yes. 5 HEARING OFFICER FONG: -- as Board Exhibit 11. 6 (Board Exhibit Number 11 Marked for Identification) 7 THE WITNESS: Yeah, I sure can. So this document here, 61 8 pages are slides with notes attached regarding the onboarding 9 experience that all of our hourly -- well, all of our coworkers 10 go through on the first day. So their first day of training 11 starts from the computer, at home, doing this virtual welcome 12 with our trained facilitators. The curriculum was prepared by 13 our learning and development, which is a centralized group 14 reporting to the service office. And this is a consistent 15 experience across all locations, retail and customer 16 fulfillment. 17 HEARING OFFICER FONG: Again, it's applicable to all unit 18 employees which are at issue? 19 THE WITNESS: It is. 20 HEARING OFFICER FONG: Petitioner, any objections to Board 21 Exhibit 11? 22 MR. WEDEKING: No. 23 HEARING OFFICER FONG: All right. Do you have -- do 24 you -- do you have any -- any role in -- in -- in providing a 25 specialized training that only -- that is only applicable to</p>	<p style="text-align: right;">Page 261</p> <p>1 advertised promotions that have been recruited in that way. 2 No. 3 HEARING OFFICER FONG: Thank you for that. Are you -- are 4 you knowledgeable about the -- the uniform policy for IKEA as 5 it relates to the unit classification at issue? 6 THE WITNESS: Yes. 7 HEARING OFFICER FONG: What is your knowledge about the 8 uniform policy for the maintenance employees? What kind of 9 policy -- uniforms do they wear? 10 THE WITNESS: What I'm familiar with is what's dictated in 11 our policy in terms of PPE and things that need to be worn. 12 All -- I am honestly not sure. I think the department manager 13 would be a better resource to find out exactly the clothing 14 that the maintenance group wears. 15 HEARING OFFICER FONG: From a policy and manual 16 perspective, what is your view of -- do those -- do the 17 maintenance employees have a specific uniform that's different 18 and apart from the rest of the unit specifications? 19 THE WITNESS: Not that I'm aware of, unless there might 20 be, like, an outer shirt or something that's worn that protects 21 their clothing from grease. But outside of that, I'm not sure 22 of anything that would be different for them. 23 HEARING OFFICER FONG: All right. As you stated, I think 24 you said that -- that -- that which person would be more 25 knowledgeable about that aspect of -- of my questioning? Who</p>
<p style="text-align: right;">Page 260</p> <p>1 the maintenance unit and the IKEA Tejon location, Ms. Baker? 2 THE WITNESS: I am not -- I am not a trainer for that, or 3 privy to anything like that. That would sit with the 4 department manager. 5 HEARING OFFICER FONG: Okay. What is -- are you -- 6 besides pulling this document -- one of the Board -- former 7 Board exhibits that you reflected for motions from outside 8 specifications to the -- into the maintenance, do you have -- 9 are you involved in -- in -- in processing, or are you aware of 10 promotions for the general warehouse job classification into -- 11 into other positions other than maintenance? Are you involved 12 in that? 13 THE WITNESS: If it were my location, I would be more -- 14 like, my normal assigned location, I would be more in tune with 15 how often that's happened and where it's happened. I'm sure it 16 has happened. We do a lot of growth from within at IKEA. But 17 I don't -- I don't have specific details on that for this 18 location. 19 HEARING OFFICER FONG: Do you recall in the last six weeks 20 that you've been there if there has been any job -- have you 21 handled any job promotions from the general -- from -- where a 22 general warehouseman has been promoted into -- into another 23 unit position besides maintenance? 24 THE WITNESS: I don't think so. We've done a little 25 record cleanup. But I don't believe there have been any</p>	<p style="text-align: right;">Page 262</p> <p>1 did you say would be more -- 2 THE WITNESS: The de -- 3 HEARING OFFICER FONG: -- more knowledgeable? 4 THE WITNESS: The department manager, Aaron. I think you 5 have time with him tomorrow. 6 HEARING OFFICER FONG: Okay. Okay. I have some questions 7 about shift -- shift times. But I think I'm going to reserve 8 those for the -- for the team leaders. Let me actually ask 9 you, this Tejon facility -- do you know the shifts for the -- 10 for the -- for the general warehouse, what shifts they have? 11 THE WITNESS: I know they operate three shifts. But I 12 don't know the shift times without looking at the schedule. 13 I'd have to look at a schedule. 14 HEARING OFFICER FONG: Okay. All right. I don't have 15 anything further. Thank you so much. 16 Mr. Petitioner, do you have any -- any -- you are -- 17 you're free to -- do you have anything additional to question 18 Ms. Baker? And if so, you can go ahead. 19 MR. WEDEKING: Yes. Yes. Please. Thank you. 20 DIRECT EXAMINATION 21 Q BY MR. WEDEKING: Ms. Baker, you said that -- to ask Aaron 22 about uniform policies. Is it -- is it -- is it common for 23 departments to make the policy, other departments beside 24 where -- where you -- yours, or where -- 25 A I wouldn't say that -- no. I wouldn't say it's common.</p>

<p style="text-align: right;">Page 263</p> <p>1 But sometimes there are different departments' responsibilities 2 maybe that would be assigned. And that could include wearing a 3 particular piece of clothing. But it -- as our dress policies 4 outline, we -- we talk about professionalism, and we talk about 5 a clean -- a neat and clean appearance. But we don't require 6 our CFF (ph.) coworkers in customer fulfillment to wear the IKEA 7 yellow and blue uniform that you might see in retail stores. 8 Q Okay. Job classifications, do you -- do you know how long 9 the cleaner job classification has been around? 10 A I don't know. But I can speak to it's been around at 11 least the years that I've worked with IKEA, six-and-a-half 12 years. So at least seven years. 13 Q We got -- we got documents that -- that say a coworker 14 is -- holds one job classification. These current documents 15 that -- that they proposed, you know, there -- there are 16 preventative maintenance techs in one and -- and general 17 warehouse coworkers in another, maintenance techs in another, 18 or power equipment techs. Do you know what -- what -- when all 19 the change came around or why? 20 A Yeah. I actually do. So this screen, we went through 21 some changes when it came to our compensation strategy. We 22 broke our -- it's all compensation bands into different geo 23 tiers, which aligned with our retail units that we would lose 24 if a coworker is going to retail or coming from, like, 25 mechanicalizing our own business. And in the midst of that,</p>	<p style="text-align: right;">Page 265</p> <p>1 Employer? 2 MR. HART: We're -- we're looking for them here. 3 HEARING OFFICER FONG: Okay. All right. 4 THE WITNESS: Jeremy -- 5 HEARING OFFICER FONG: I think that would be very helpful 6 for the record. 7 THE WITNESS: Okay. I sent it to you a little earlier. 8 MR. HART: Okay. Let me -- let me look here. 9 THE WITNESS: It's an Excel document entitled "CFF Tejon 10 CDC Job Title, Job and Tier". There is a -- 11 MR. HART: Oh, isn't that -- hold on. I've got -- hold 12 on. Let me -- 13 HEARING OFFICER FONG: Let's go off the record. 14 (Off the record at 3:11 p.m.) 15 HEARING OFFICER FONG: Before I proceed, Ms. -- Madam 16 Court Reporter was kind enough to remind me I didn't formally 17 introduce Board Exhibit -- the last Board Exhibit in order, 18 number 11. So at this point in time, I'd like to go ahead and 19 introduce that. Without -- without any objections noted, Board 20 Exhibit 11 is introduced. 21 (Board Exhibit Number 11 Received into Evidence) 22 HEARING OFFICER FONG: Okay. Where are we at, Mr. 23 Employer, with -- with the issue on payroll records? 24 MS. INESTA: So we had a -- we had a talk here at the 25 facility. And this is our concern, is that given the --</p>
<p style="text-align: right;">Page 264</p> <p>1 there were some job titles that were consolidated. And there 2 was a little bit of change that happened to classification of 3 salary, nonexempt becoming nonexempt hourly. And then we 4 reconfigured all of our pay beyonds. So they regraded the jobs 5 so everybody's pay grade essentially changed, although the -- 6 the rate of pay didn't change -- everybody's grade -- or may 7 not have changed. Everybody's numbered pay grade on the report 8 might have changed. 9 HEARING OFFICER FONG: Can we -- 10 A And that was April. 11 Q April? 12 HEARING OFFICER FONG: April. 13 A Yeah. 14 MR. WEDEKING: Mr. Hearing Officer, you asked about the -- 15 the pay scale when we first started. 16 HEARING OFFICER FONG: Yes. 17 MR. WEDEKING: I was wondering if the -- we -- we got that 18 yet. Employer's counsel was going to provide that. 19 Q BY MR. WEDEKING: Or you can testify -- 20 HEARING OFFICER FONG: I think that -- 21 Q -- to there being separate pay scales for the different 22 job classifications? 23 HEARING OFFICER FONG: I think that would -- I think it 24 would be helpful if -- oh, excuse me. I turned on the wrong 25 mute. Yeah. Is there any chance we can get pay scales, Mr.</p>	<p style="text-align: right;">Page 266</p> <p>1 really, the confidential nature of, you know, the Petitioner's 2 coworkers' wage rates, we have concerns about providing a 3 document that -- that, even with respect to wages, gives a lot 4 of personal information about other people. And you know -- 5 and you know, Petitioner may even have a lot of this 6 information through people willingly sharing that with him, 7 which is perfectly allowable. But to the extent that there's 8 information that he doesn't have, we do not really want to have 9 it become, really, a -- a -- you know, pub -- public 10 information and allow people to keep their private information 11 to themselves as they wish. 12 So what we would do is we would ask that Ms. Baker 13 testify. I would instruct her as counsel to feel free to 14 testify to the extent that she knows about who potentially is 15 in a higher wage bracket, or you know, how the brackets, you 16 know, are listed to the extent that she knows but that not to 17 provide actual -- actual numbers with respect to those 18 brackets. 19 MR. WEDEKING: Mr. Petitioner -- or Mr. Hearing Officer, 20 I -- I'm not interested in -- in the personal coworkers' pay 21 rate at all. I'm just interested in the pay rate for the job 22 classifications. I went to HR and asked a couple months ago 23 what the maintenance techs' pay rate was. And Jasmine (ph.) 24 picked up a binder and she opened it up and -- I don't know 25 what was in it. But she was able to tell me the pay scale for</p>

<p style="text-align: right;">Page 267</p> <p>1 a maintenance technician. And I would just want to know what 2 the pay scale is for a general warehouse coworker, the pay 3 scale is for a -- a cleaner. That's all I'm looking for. 4 HEARING OFFICER FONG: Why don't we -- why don't we ask -- 5 why don't we ask if this -- ask the same specific questions, 6 like, to Mrs. Baker. Let's hope that she -- she can provide 7 that information. And if -- and then after, if she cannot, 8 then let's see if we can get some stipulations from the 9 Employer as to the -- as to those pay ranges because I think 10 those are relevant. But I do -- I do agree that -- I do see -- 11 I do see both points. So let's proceed as noted and see where 12 we're going. And then otherwise, Employer raises the issue as 13 to any stipulation on pay -- pay ranges. 14 So you can certainly ask -- 15 THE WITNESS: I'm just -- 16 HEARING OFFICER FONG: Let's go ahead and ask Ms. Baker. 17 THE WITNESS: Yeah. 18 MR. WEDEKING: Okay. Very well. 19 Q BY MR. WEDEKING: Ms. Baker, that -- that -- the benefits 20 that was -- if you go down to page -- page 27 of the -- of the 21 benefits package. 22 A Okay. 23 Q And you see where it says, "Salary coworkers", and it 24 gives a list of their -- how -- how they would have to pay and 25 what they get in return. And underneath that is HL-3 -- HL-4,</p>	<p style="text-align: right;">Page 269</p> <p>1 on a scale of 1 to 6 for hourly across the C -- across the CFF 2 units. So they all are geo 3 and would range anywhere from pay 3 grade 1 to pay grade 6 for Tejon, with 1 being the highest. 4 Q So -- so a maintenance technician can have more than one 5 pay scale? 6 A You can sit in a diff -- in a different geo tier in 7 different locations within IKEA. In Tejon, it's geo tier 3 and 8 it is assigned a particular pay grade associated with being a 9 geo tier 3. 10 Q So can you explain why when -- when I asked that question 11 to HR, she gave me a specific pay range? 12 A Uh-huh. 13 Q That's -- that's just for the maintenance technicians, you 14 know what I mean? I feel like you're saying there -- there's 15 multiple different pay rates -- pay ranges for maintenance 16 technicians. But she just gave me a -- one. 17 A As -- as per one unit, there's a pay range within each 18 unit. If you were in a unit that had a higher cost of living 19 or a lower cost of living, you might have a different geo tier 20 associated, which would make a different pay range for that 21 position. 22 Q All right. 23 A You're a geo tier 3 in Tejon. 24 HEARING OFFICER FONG: Petitioner, I'm sorry, which -- 25 which exhibit are you looking at again?</p>
<p style="text-align: right;">Page 268</p> <p>1 3, and 2 coworkers? 2 A Um-hum. Yes. 3 Q Can you explain what -- what the HLLs are and -- and -- 4 A Yeah. 5 Q -- maybe where the job classifications fall? 6 A So HL in our IKEA language is hours level. Hours level 7 would indicate what their normally scheduled hours are for the 8 week. And there's different ranges associated with 2, 3, and 9 4. In the Tejon facility, nearly all of the nonexempts are 10 within HL-2 or 3. 11 Q Do you know where the maintenance technician lies? 12 A It -- it could honestly sit in either, whether they're a 13 full-time or a part-time. I believe all of your maintenance 14 techs are full-time HL-3s. But that would indicate that you're 15 scheduled 34 to 40 hours per week. 16 Q Okay. Is it possible -- is there a packet that -- that 17 shows the job classifications and -- and their -- their pay 18 scale without giving even the coworkers' names, just the job 19 location, the pay rate or the pay scale range? 20 A Yeah. Due to the sensitivity issue that's already been 21 addressed, there is a document that looks like that. As an 22 hourly coworker, you wouldn't be privileged to see that outside 23 of your classification unless you were up for a job promotion 24 and you were a job applicant for that particular job. But I 25 can speak to all of Tejon's hourly coworkers are in geo tier 3</p>	<p style="text-align: right;">Page 270</p> <p>1 MR. WEDEKING: The 2020 benefits. I don't -- I don't 2 remember which number it was. I think it was the one that -- 3 the latest one, 11. 4 HEARING OFFICER FONG: Okay. Is -- is that another -- oh, 5 number 11 now. 6 THE WITNESS: Oh, no, it is. 7 HEARING OFFICER FONG: Okay, I see. Is that a final 2020 8 benefits guide? That's not it, right? 9 MR. WEDEKING: Yes. 10 HEARING OFFICER FONG: 45. 11 MR. WEDEKING: That's it. Page 27. 12 HEARING OFFICER FONG: The fin -- the final 2020 benefits 13 guide? 14 MR. WEDEKING: Yes. 15 HEARING OFFICER FONG: I'm sorry, I'm just -- okay. I 16 see, I see. And you are looking at -- where -- where -- where 17 does it say H3 and what page -- what PDF page number? 18 MR. WEDEKING: Page 27 in the middle of the headings of 19 page 27. 20 HEARING OFFICER FONG: Oh, let me go there. 27. 27. 27, 21 middle. Okay. I see HL-4, HL-3. Is that what you're asking? 22 MR. WEDEKING: Yes. Yes. 23 HEARING OFFICER FONG: I'm sorry. Okay. Okay. Go ahead. 24 Proceed. 25 Q BY MR. WEDEKING: So -- all right. This -- schedules.</p>

<p style="text-align: right;">Page 271</p> <p>1 Are you aware that IKEA has those?</p> <p>2 A Sorry, what was the question?</p> <p>3 Q Does IKEA have a four-ten schedule -- four -- four ten-</p> <p>4 hour days?</p> <p>5 A Yes. There are some units that operate within an</p> <p>6 alternative work scheduled certified by California to work four</p> <p>7 by ten.</p> <p>8 Q Are you familiar with the Tejon location for that?</p> <p>9 A Not super familiar. I know that there are some units</p> <p>10 that -- that work that schedule, though.</p> <p>11 Q All right. There's a -- do you have a document that says</p> <p>12 maintenance technician -- what was it exactly called --</p> <p>13 previous roles for the maintenance technicians? That column</p> <p>14 all the way in the far left that says personal area, what --</p> <p>15 what -- what does that mean?</p> <p>16 HEARING OFFICER FONG: I'm sorry, which -- which -- hold</p> <p>17 on one -- hold on one second, Mr. Petitioner.</p> <p>18 MR. WEDEKING: I'm sorry.</p> <p>19 HEARING OFFICER FONG: We're referring to -- I'm sorry,</p> <p>20 say it again, the name of the document.</p> <p>21 MR. WEDEKING: Previous roles maintenance technicians.</p> <p>22 HEARING OFFICER FONG: Oh, previous roles report. Tejon</p> <p>23 maintenance previous role report. Okay. And what page number?</p> <p>24 MR. WEDEKING: Any page number. Just the personal --</p> <p>25 HEARING OFFICER FONG: Okay. Go on.</p>	<p style="text-align: right;">Page 273</p> <p>1 And they -- they would cross over as the units need support and</p> <p>2 however that -- however that plays. But each business unit has</p> <p>3 its own structure in terms of head count and how many -- how</p> <p>4 many FEs (ph.) at various times.</p> <p>5 Q Very well. Now, going back to -- I want to ask if it's</p> <p>6 normal for -- for a manager to make policies. Are there any</p> <p>7 policies -- are -- are departments allowed to make up their own</p> <p>8 policies that aren't reflected in -- in evidence or in the</p> <p>9 exhibits that you provided as -- like -- like, say if the --</p> <p>10 the manager wanted to make all his employees wear work gloves</p> <p>11 and that was mandatory, would that be written down anywhere?</p> <p>12 MS. INESTA: I'm going to object -- I'm going to object as</p> <p>13 it calls for speculation. But that's -- that would be beyond</p> <p>14 the witness' knowledge.</p> <p>15 HEARING OFFICER FONG: I'll overrule -- I'll overrule. If</p> <p>16 she knows, she can answer.</p> <p>17 Q BY MR. WEDEKING: Is -- is that how it --</p> <p>18 A It -- it would probably be designated as a rule somewhere</p> <p>19 else, like, in safety or something like that. It wouldn't be</p> <p>20 an employment policy per our handbook unless it's dictated and</p> <p>21 created and signed off by our country management team.</p> <p>22 Q So -- so have you -- do you know of any other policies for</p> <p>23 maintenance besides the ones that you provided?</p> <p>24 A No.</p> <p>25 Q When a -- when a general warehouse coworker gets hired on,</p>
<p style="text-align: right;">Page 272</p> <p>1 Q BY MR. WEDEKING: Where it says, "Personnel Area", what --</p> <p>2 what does that refer to?</p> <p>3 A The personnel area is the side of the business with which</p> <p>4 the coworker is keyed. From an accounting perspective, it</p> <p>5 helps us know where -- what business the wages and everything</p> <p>6 are going to be charged to. Sometimes it might be assigned to</p> <p>7 Tejon, USA IKEA, or U.S. IKEA Tejon, which is like the SD side</p> <p>8 of the business, 345. And then the other side is the -- the</p> <p>9 945 side, the CDC side. They could have a role that plays into</p> <p>10 both. But the accounting has to go to one business in it or</p> <p>11 another. So their home personnel area is what's listed there.</p> <p>12 So some will be Tejon and some will be Tejon CDC.</p> <p>13 Q But that's just where -- where -- who pays for their --</p> <p>14 their -- their -- their -- their paycheck basically?</p> <p>15 A Exactly. Yeah.</p> <p>16 Q It has nothing to do with their actual physical location</p> <p>17 or anything like that, where they work? Like I see Gabriel</p> <p>18 CDC, there's a couple of maintenance technicians added next to</p> <p>19 their name?</p> <p>20 A Right.</p> <p>21 Q I'm just wondering why.</p> <p>22 A From -- from this -- for the purposes of your unit, they</p> <p>23 would support both sides of the business. If it was an</p> <p>24 operational or warehouse coworker, they might be kind of a --</p> <p>25 specifically assigned to CDC or specifically assigned to SD.</p>	<p style="text-align: right;">Page 274</p> <p>1 they can go to any department? Is that -- is that what I'm</p> <p>2 gathering? Is that -- is that what I'm gathering? Is it -- is</p> <p>3 it -- is it common that -- that -- Gabriel was hired -- Gabriel</p> <p>4 was hired on as a warehouse coworker. But he -- he came to</p> <p>5 maintenance. So is that -- does that happen a lot? Do you</p> <p>6 know? That -- that somebody's hired in the maintenance can be</p> <p>7 a different job classification? Have you heard of that?</p> <p>8 A I think it's common within IKEA succession that a worker</p> <p>9 can start in a lower pay grade and work their way to a higher</p> <p>10 pay grade. Sometimes lateral moves happen, too.</p> <p>11 Q So -- so you would say the job classification's more of a</p> <p>12 pay grade classification more than an actual job description?</p> <p>13 A Nonexempt -- the classification that we're talking about</p> <p>14 is nonexempt, which would just be hourly coworkers. I think</p> <p>15 it's common to see development within IKEA, and it's common to</p> <p>16 see growth and progression from one role to another, whether</p> <p>17 that's upward mobility or whether that's side to side.</p> <p>18 HEARING OFFICER FONG: You mean promotion, right, when you</p> <p>19 mean growth?</p> <p>20 THE WITNESS: Right.</p> <p>21 HEARING OFFICER FONG: You're referring to promotion?</p> <p>22 THE WITNESS: Yup.</p> <p>23 HEARING OFFICER FONG: All right.</p> <p>24 THE WITNESS: Sometimes it's -- sometimes it's a lateral</p> <p>25 move. Sometimes they take a step sideways to move forward in</p>

<p style="text-align: right;">Page 275</p> <p>1 another, maybe, business unit or --</p> <p>2 Q BY MR. WEDEKING: When you got the -- the license numbers</p> <p>3 and all the certifications, you said you got them from</p> <p>4 the safety -- the safety department?</p> <p>5 A Correct. That's who maintains that information.</p> <p>6 Q So -- so the safety department is in control of -- of</p> <p>7 those -- of that -- that knowledge. Does the maintenance</p> <p>8 department have any training of their own like that? Does the</p> <p>9 safety department -- like, you -- you went to safety department</p> <p>10 and you got the -- the license. Does maintenance have a binder</p> <p>11 or document that tells that -- that doesn't reflect what you</p> <p>12 provided?</p> <p>13 A That would be best suited for the department manager.</p> <p>14 MR. WEDEKING: Yes. I'm -- I'm done, Mr. Hearing Officer.</p> <p>15 HEARING OFFICER FONG: I have a -- I have a few follow-up</p> <p>16 questions based on -- on your questions relating to the pay</p> <p>17 scale.</p> <p>18 Ms. Baker, you had -- you had mentioned that -- you know,</p> <p>19 that you -- you -- that unit -- job classifications outside of</p> <p>20 maintenance as reflected on the record had been promoted to</p> <p>21 maintenance and they tend to stay there because that tends to</p> <p>22 be one of the highest pay scales. But you -- as to -- as to</p> <p>23 the -- as to the other six job classifications -- general</p> <p>24 warehouse, stock controller, recovery coworker, internal,</p> <p>25 cleaner, auditor -- which -- who -- which one do you consider</p>	<p style="text-align: right;">Page 277</p> <p>1 THE WITNESS: Yes.</p> <p>2 HEARING OFFICER FONG: All right. And the next one would</p> <p>3 be the -- the maintenance technician in terms of highest pay --</p> <p>4 pay grade?</p> <p>5 THE WITNESS: Uh-huh. Yes.</p> <p>6 HEARING OFFICER FONG: Okay. What about an auditor?</p> <p>7 Where is the auditor all this? Base pay? We have one single</p> <p>8 auditor. Where is the base pay comparison to? Lower end of</p> <p>9 the scale? Middle end -- middle -- middle? Or toward --</p> <p>10 toward the high end of the scale?</p> <p>11 THE WITNESS: The job -- the job title auditor doesn't</p> <p>12 really exist in the system anymore. It's -- it's listed by one</p> <p>13 person on the report who's formerly been in that role. Now we</p> <p>14 call our inventory -- we used to call them auditors. So it was</p> <p>15 very confusing to have two different things. But that job</p> <p>16 doesn't really exist in the IKEA pay grades any longer. So</p> <p>17 there will be some migration, probably, of that person.</p> <p>18 HEARING OFFICER FONG: I meant to ask -- thank you for</p> <p>19 this because --</p> <p>20 THE WITNESS: Yep.</p> <p>21 HEARING OFFICER FONG: -- we've been dying to ask somebody</p> <p>22 what the hell is an auditor. Pardon my French.</p> <p>23 THE WITNESS: Yeah.</p> <p>24 HEARING OFFICER FONG: So -- so -- so -- okay. So -- so</p> <p>25 is there -- is there -- so there's no -- there's no warm</p>
<p style="text-align: right;">Page 276</p> <p>1 to be on the lower end of the pay scale?</p> <p>2 THE WITNESS: They -- the receptionist earns the least.</p> <p>3 But that's not one of the classifications that we're talking --</p> <p>4 oh, actually, the cleaner is the lower pay grade position.</p> <p>5 HEARING OFFICER FONG: And then, next, going up, which one</p> <p>6 would you consider to be the -- the -- the -- the -- the next</p> <p>7 higher paid pay -- pay scale classification?</p> <p>8 THE WITNESS: Then you would kind of get into the grouping</p> <p>9 of recovery and warehouse.</p> <p>10 HEARING OFFICER FONG: Okay. So those two --</p> <p>11 THE WITNESS: In that group.</p> <p>12 HEARING OFFICER FONG: Between recovery and warehouse,</p> <p>13 which -- the lowest base would --</p> <p>14 THE WITNESS: They're the same.</p> <p>15 HEARING OFFICER FONG: -- would have -- they're the same?</p> <p>16 The lowest bases are the same between recovery and warehouse?</p> <p>17 THE WITNESS: Yeah.</p> <p>18 HEARING OFFICER FONG: Okay. Now, going up, which one</p> <p>19 would be next in terms of a higher pay scale between the stock</p> <p>20 controller and internal hauler?</p> <p>21 THE WITNESS: Stock controller and internal hauler share a</p> <p>22 pay grade, which is the next pay grade.</p> <p>23 HEARING OFFICER FONG: Is their base -- is their base the</p> <p>24 lowest base? Is that, like, what you're saying is the</p> <p>25 equivalent for the stock controller and internal hauler?</p>	<p style="text-align: right;">Page 278</p> <p>1 body -- I'm sorry, actually, remind me -- explain to me again</p> <p>2 at the Tejon facility, explain to me again if there's --</p> <p>3 there's -- there's an auditor or if there isn't. And if so --</p> <p>4 if so --</p> <p>5 THE WITNESS: Yeah.</p> <p>6 HEARING OFFICER FONG: -- is it an inventory and who holds</p> <p>7 that position? It's a little confusing.</p> <p>8 THE WITNESS: It's very confusing. So we used to call our</p> <p>9 stock controllers auditors. And then there was also another</p> <p>10 position called auditor, which was a completely different</p> <p>11 function. It was more related to finance and navigation. So</p> <p>12 stock controllers are inventory counters. So no longer are</p> <p>13 those auditors. And then there's one person on the Tejon</p> <p>14 roster that's listed as an auditor. She works with some of the</p> <p>15 financials and some of the operational reporting. But that job</p> <p>16 doesn't exist in the organization any more -- any longer. So</p> <p>17 she eventually will migrate into a different job.</p> <p>18 HEARING OFFICER FONG: Is that Maria Rodriguez?</p> <p>19 THE WITNESS: Yes.</p> <p>20 HEARING OFFICER FONG: Okay. And what -- what -- what --</p> <p>21 okay, I see. And then -- and then there's only one -- okay.</p> <p>22 Maria Rodriguez, what does she actually do again?</p> <p>23 THE WITNESS: She works with -- she -- it's kind of a</p> <p>24 catchall. She does a lot of different things. But she works</p> <p>25 with some of the operational reporting and reports out weekly,</p>

<p style="text-align: right;">Page 279</p> <p>1 like, some of our productivity figures and gets that stuff to 2 our business navigation, which is our accounting team. We -- 3 yeah. 4 HEARING OFFICER FONG: Okay. And mostly where in the 5 facility does she work -- does she work at or from? 6 THE WITNESS: I think she reports into Risk and 7 Compliance. 8 HEARING OFFICER FONG: Does she -- does she walk around 9 all over the facility or is she limited to a particular area? 10 THE WITNESS: I'm honestly not sure. I would imagine 11 she's probably more administrative. But I don't know that. 12 HEARING OFFICER FONG: Okay. So again, I'm sorry, pardon 13 me. But she -- she -- she's currently -- Maria Rodriguez, 14 she's currently -- has which -- what job title? 15 THE WITNESS: She's currently listed as an auditor. But 16 that job really doesn't exist in IKEA's frameworks any longer. 17 THE WITNESS: Okay. Okay. And she -- and that -- and 18 she's also not -- she wouldn't be considered a stock controller 19 either? 20 THE WITNESS: No. No. 21 HEARING OFFICER FONG: Okay. And you think that she -- 22 eventually she'll be transitioned into what position? 23 THE WITNESS: Something else. I'm honestly not sure. 24 HEARING OFFICER FONG: You -- okay, which you don't know? 25 THE WITNESS: Right. I --</p>	<p style="text-align: right;">Page 281</p> <p>1 document-wise about the pay scale. 2 HEARING OFFICER FONG: Can you explore that, Employer's 3 Counsel, since we're not -- since, you know -- can you explore 4 to see if there's such document that would not have any 5 particular employee's name tied up to a -- to a -- to a 6 particular hourly wage. And see what you get in regards to -- 7 MS. INESTA: Mr. Hearing -- 8 HEARING OFFICER FONG: Yes? 9 MS. INESTA: I mean, are you saying there's no -- there's 10 certainly testimony already about the pay ranges. And -- and 11 not only that, that the -- really, the hierarchy with respect 12 to pay -- pay ranges. So I mean, we'll talk on our side. But 13 we -- we think the record -- we think the record's sufficient. 14 MR. WEDEKING: I don't. 15 HEARING OFFICER FONG: Let me -- let me -- let me ask a 16 few more questions of Ms. -- of this -- this witness, okay, 17 before I -- I -- I -- before we explore this pay scale any -- 18 any longer. 19 Ms. Baker, as to the cleaners, what is the understanding 20 of their base -- their base pay? What does it start at 21 approximately? 22 THE WITNESS: That's not something that we would generally 23 share outside of an opportunity where somebody's promoting to 24 the job or is in the job application process and they ask for 25 it. That's not generally, like, public knowledge outside of</p>
<p style="text-align: right;">Page 280</p> <p>1 HEARING OFFICER FONG: I see. I see. 2 THE WITNESS: Yeah. 3 HEARING OFFICER FONG: Based on -- based on that, towards 4 the end of this hearing when I ask the parties' position, let 5 me know, Mr. Employer. Talk to your people, Employer's 6 Counsel, and see if you're still of the position that the 7 auditor should be clearly in an appropriate unit because based 8 on her testimony, this position no longer exists. Okay. So 9 just think about that and let me know if you want to withdraw 10 that at some point in time. 11 MR. HART: Well, we can -- 12 HEARING OFFICER FONG: Clarify that with -- yeah. Clarify 13 that with management. Okay. You've done a great job, okay, 14 Baker -- Ms. Baker. 15 MR. WEDEKING: Hearing Officer, I just want to voice my 16 concerns one -- 17 HEARING OFFICER FONG: Yes. 18 MR. WEDEKING: -- more time about -- there's all this talk 19 about pay scales and pay ranges and all this stuff that Ms. 20 Baker just testified to. But there's no documents. And I find 21 it hard to believe that there's not something that -- that I 22 could see that would -- that -- some sort of -- something 23 besides testimony that there is a pay scale and -- and that 24 there are different -- there's got to be something that I -- I 25 must be able to see or something that they can provide</p>	<p style="text-align: right;">Page 282</p> <p>1 human resources. 2 HEARING OFFICER FONG: And I take it you would give me the 3 same answer for my questioning of the other job 4 classifications? 5 THE WITNESS: Yes. 6 HEARING OFFICER FONG: Let -- let -- let me address that 7 with the R -- with the Regional Director. And -- and then -- 8 and then I'll -- I'll get back to you guys on that. Okay. 9 MS. INESTA: And -- and Mr. Hearing Officer, we'll look to 10 see if there's something that can give you some -- I don't 11 know, just something that gives some general information. And 12 we're not trying to -- we're not trying to hide it. We just 13 think that with respect to the information you already have, 14 that -- that for this assessment, this is sufficient. She went 15 through -- she went through, you know, where -- where it goes 16 from the lowest to the highest. But we're happy to -- we'll 17 look to see if there's something else. I -- we don't think 18 it's necessary. But we'll see if there's something else we can 19 come up with. 20 HEARING OFFICER FONG: Yeah. That -- that would 21 certainly -- 22 MS. INESTA: Yeah. Maybe an overall range. 23 HEARING OFFICER FONG: -- the record -- exactly. 24 MS. INESTA: Yeah. Maybe an overall range -- 25 HEARING OFFICER FONG: Exactly.</p>

<p style="text-align: right;">Page 283</p> <p>1 MS. INESTA: -- would -- would -- so that, you know, you 2 see look, at the very top, it's this, at the very bottom, but 3 without really delineating and providing information because 4 again, it really does -- especially in this unusual 5 circumstance, really does invade the privacy of individuals who 6 may not want to have all of their coworkers know -- 7 HEARING OFFICER FONG: Yeah. And I mean, the Petitioner 8 has made it clear -- 9 MS. INESTA: -- exactly what they make. 10 HEARING OFFICER FONG: -- that, you know, he is not 11 interested in that. But I did certainly -- yeah, I appreciate 12 it. Let's see if you can find a broad pay scale document 13 because it would really assist. I think that's the right 14 action of the -- on the record, it would help. So I would 15 appreciate if you can look into that. Thank you. 16 MS. INESTA: Thank you. 17 HEARING OFFICER FONG: All right. I -- I -- I don't have 18 anything further for Ms. Baker. 19 Do you have anything further, Mr. Petitioner? 20 MR. WEDEKING: If this goes in tomor -- tomorrow, will you 21 (audio interference) my occurrences, Ms. Baker? 22 THE WITNESS: Sorry, what's that? 23 MR. WEDEKING: I said -- I said will you clear my 24 appearance if this hearing goes into tomorrow? 25 THE WITNESS: Oh, man.</p>	<p style="text-align: right;">Page 285</p> <p>1 THE WITNESS: Thank you, as well. 2 MS. INESTA: Thank you, Stephanie. 3 MR. GORDON: Thank you. 4 MS. INESTA: Thank you very much. 5 MR. WEDEKING: Thank you, Stephanie. 6 THE COURT REPORTER: Stephanie, before -- I need 7 clarifi -- Ms. Nancy (sic), maybe you can answer, or someone, 8 I'm sorry. She made a comment about things were broken up into 9 different blank tiers. 10 MR. WEDEKING: Geo tiers. 11 THE COURT REPORTER: T-O. Just the two initials? 12 MR. WEDEKING: No. G-E-O. 13 MS. INESTA: It's G-E-O like geography. 14 THE COURT REPORTER: Thank you. 15 MS. INESTA: You're welcome. 16 HEARING OFFICER FONG: Okay. So next in order, 17 potentially speaking, we have a team -- a team lead from the SD 18 side, and we have a team lead from a CD side. And then we 19 would have -- the third person would be the facilities manager, 20 Aaron Lucas. So that we can ensure that we're done tomorrow, 21 how are we looking in terms of operation? Are we speaking -- 22 any -- you think -- I don't think this will take too long. And 23 do we have perhaps the person you think might be -- might be 24 the least to plug them in for today? Is that possible? 25 MR. HART: What I would suggest, Mr. Hearing Officer, to</p>
<p style="text-align: right;">Page 284</p> <p>1 MR. HART: We'll get -- 2 HEARING OFFICER FONG: We're going to follow up on that. 3 Nancy, can you -- can you obviously -- 4 MS. INESTA: We'll look into that. 5 HEARING OFFICER FONG: Would you be so kind? Yes. 6 MS. INESTA: Yeah. We -- 7 HEARING OFFICER FONG: Otherwise, we have to reconvene. 8 MS. INESTA: -- we understand the situation. And -- and 9 yes, we'll look into -- we'll look into that. I believe 10 that -- that Petitioner asked if today, he would take a PTO 11 day. And we'll look into -- if he would like to do something 12 similar tomorrow, we will speak with management on that issue. 13 I don't think it's going to be a problem at all. 14 MR. WEDEKING: Thank you. 15 HEARING OFFICER FONG: Thank you so much. And good call 16 for calling the HR person that. I would've done -- 17 THE WITNESS: Right. 18 HEARING OFFICER FONG: I would've done the same. Cut to 19 the chase, right. But she has other ops as well she has to 20 respond to. 21 So thank you. Thank you, Nancy. 22 MS. INESTA: Thank you. 23 HEARING OFFICER FONG: All right. With that said, you're 24 excused, Ms. Baker. Thank you for your testimony. I 25 appreciate it. You have a good evening.</p>	<p style="text-align: right;">Page 286</p> <p>1 make sure that -- that we can finish it up cert -- certainly 2 tomorrow would be that I -- we've lined up three team leads. 3 And -- as we discussed prior. And -- and then I think Mr. 4 Lucas will be available first thing in the morning. 5 HEARING OFFICER FONG: All right. 6 MR. HART: And then -- and then to the extent that we need 7 to make anybody else available, we can do that following Mr. 8 Lucas. 9 HEARING OFFICER FONG: All right. Again, let's -- 10 let's -- let's go for one team lead first, one team lead from 11 each -- each side. And if need be, we can go for the third. 12 MR. HART: That's -- 13 HEARING OFFICER FONG: And can you -- 14 MR. HART: -- that's fine. I -- 15 HEARING OFFICER FONG: -- ensure that -- as best you 16 can -- I know they're running a business, number one and. I 17 have a lot of IKEA stuff myself. So we need to have those 18 products fully stacked that are at retail IKEAs nearby. Can 19 you ensure that after Lucas, that we -- that there -- there 20 will be a notice for that, hopefully, will -- as best we can, 21 they're readily available? 22 MR. HART: Yes. Yeah. 23 HEARING OFFICER FONG: Okay. All right. 24 MR. HART: We'll work on that. 25 HEARING OFFICER FONG: I understand the operational</p>

<p style="text-align: right;">Page 287</p> <p>1 requirements of the facility. Okay.</p> <p>2 MR. WEDEKING: Can I ask a question? So --</p> <p>3 HEARING OFFICER FONG: In the meantime, as well, we can --</p> <p>4 we -- we can take this time for the Employer to follow --</p> <p>5 follow up and see if we can get those -- those documents we</p> <p>6 talked about on the -- on the pay scales. Okay.</p> <p>7 MR. WEDEKING: Will there be maintenance --</p> <p>8 HEARING OFFICER FONG: We can start back tomorrow morning.</p> <p>9 MR. WEDEKING: I'm sorry, I'm sorry, real quick. Will</p> <p>10 there be a maintenance team lead, or will Aaron be in lieu of</p> <p>11 the maintenance team lead? Will he be testifying? Will there</p> <p>12 be a maintenance team lead you guys got lined up? I wasn't</p> <p>13 sure if that was --</p> <p>14 MR. HART: We're -- we're working on that.</p> <p>15 MR. WEDEKING: Very well. Thank you. Thank you.</p> <p>16 HEARING OFFICER FONG: That would be ideal.</p> <p>17 All right. Anything else for the day?</p> <p>18 MR. HART: Well, are we -- we're going to do the -- the</p> <p>19 team leads, correct?</p> <p>20 HEARING OFFICER FONG: Are we doing that now?</p> <p>21 MR. HART: Yeah. I thought that we were going to continue</p> <p>22 with the team leads today so that we could start with Mr. Lucas</p> <p>23 tomorrow.</p> <p>24 HEARING OFFICER FONG: Wonderful. Wonderful. Okay. I</p> <p>25 misunderstood you.</p>	<p style="text-align: right;">Page 289</p> <p>1 (Off the record at 4:04 p.m.)</p> <p>2 HEARING OFFICER FONG: All right. We're back on the</p> <p>3 record. And we have next in order team -- team lead, Rigo</p> <p>4 Razo, who is being called by the Board to fulfil -- further</p> <p>5 clar -- strengthen the record.</p> <p>6 Mr. -- Mr. Razo, thank you so much for being available.</p> <p>7 This is a nonadversarial proceeding. You're assisting us in</p> <p>8 developing a fuller -- fuller record. Nothing against you by</p> <p>9 either party. You -- you just know -- you just have facts that</p> <p>10 we're interested in. So we're going to ask you some of those</p> <p>11 facts.</p> <p>12 This is a formal proceeding. So if you can be so kind</p> <p>13 just to wait whereupon I ask my question until you give your</p> <p>14 answer. So let's not try to talk over each other. After I ask</p> <p>15 you my questions -- I think the Employer's counsel will --</p> <p>16 updated you a little bit -- Mr. Petitioner's going to ask you</p> <p>17 some follow-up questions. Do the best you can.</p> <p>18 And I'm going to swear you in. And I'm just going to ask</p> <p>19 you questions about the people that you supervise. And -- and</p> <p>20 terms and con -- their terms and conditions of employment.</p> <p>21 Okay.</p> <p>22 Whereupon,</p> <p>23 RIGOBERTO RAZO</p> <p>24 having been duly sworn, was called as a witness herein and was</p> <p>25 examined and testified, telephonically as follows:</p>
<p style="text-align: right;">Page 288</p> <p>1 MR. HART: Yeah, no, I'm sorry. We lined -- we lined them</p> <p>2 up for -- for this afternoon. So let me --</p> <p>3 HEARING OFFICER FONG: Wonderful.</p> <p>4 MR. HART: -- if you can give me -- if you can give me ten</p> <p>5 minutes, I'll get the first one. I'll have them log in. And</p> <p>6 then we should be able to -- to go. I don't think the team</p> <p>7 leads are going to take all that long.</p> <p>8 HEARING OFFICER FONG: Yeah. I don't think so either. So</p> <p>9 we -- we -- who do you intend to -- so we're going to do,</p> <p>10 again, you said three team leads. But let's start with line up</p> <p>11 one team lead from SD, and then one team lead from -- from CD.</p> <p>12 MR. HART: Yeah. I think the first one is -- that I --</p> <p>13 that I've lined up is Rigo Razo. He's SD.</p> <p>14 HEARING OFFICER FONG: And the second one?</p> <p>15 MR. HART: So let me see if -- let me see -- Rey De Leon.</p> <p>16 HEARING OFFICER FONG: Beautiful. I like that. Let's</p> <p>17 go -- let's go as noted.</p> <p>18 MR. HART: Let me try --</p> <p>19 HEARING OFFICER FONG: Do we need -- you need ten minutes?</p> <p>20 MR. GORDON: Ten minutes. Give me ten minutes.</p> <p>21 HEARING OFFICER FONG: All right. We'll reconvene in ten</p> <p>22 minutes and then report -- report back.</p> <p>23 MR. HART: Very well.</p> <p>24 HEARING OFFICER FONG: Thank you everyone. Off the</p> <p>25 record.</p>	<p style="text-align: right;">Page 290</p> <p>1 HEARING OFFICER FONG: Okay. Can you give us your full</p> <p>2 name for the record and spell the last name?</p> <p>3 THE WITNESS: Rigoberto, last name Razo, R-A-Z-O.</p> <p>4 HEARING OFFICER FONG: Okay. And what is your current</p> <p>5 position with IKEA at Tejon?</p> <p>6 THE WITNESS: I am currently a warehouse team lead.</p> <p>7 HEARING OFFICER FONG: Thank you. And how long have you</p> <p>8 held that position?</p> <p>9 THE WITNESS: I've been with the com -- I've been with the</p> <p>10 company for close to seven years. I've been with -- as a team</p> <p>11 lead, right around four years.</p> <p>12 HEARING OFFICER FONG: Before being a team lead, what</p> <p>13 position or what positions did you hold?</p> <p>14 THE WITNESS: I was in the inventory control department.</p> <p>15 HEARING OFFICER FONG: As what job title? Were you a</p> <p>16 stock controller?</p> <p>17 THE WITNESS: Yeah. A stock controller.</p> <p>18 HEARING OFFICER FONG: All right. Okay. What shift --</p> <p>19 what shift -- what's your -- what's your work schedule?</p> <p>20 THE WITNESS: I work five-eight, Sunday through Thursday.</p> <p>21 HEARING OFFICER FONG: Okay. That's your -- that's an</p> <p>22 alternative work week?</p> <p>23 THE WITNESS: Yeah. That's my regular work week.</p> <p>24 HEARING OFFICER FONG: And what -- what -- what hours of</p> <p>25 the day? What shift?</p>

<p style="text-align: right;">Page 291</p> <p>1 THE WITNESS: First shift, 5 a.m. to 1:30.</p> <p>2 HEARING OFFICER FONG: Okay. Is that the same shift for</p> <p>3 the general warehouse workers for --</p> <p>4 THE WITNESS: Yes. Correct. We have -- in the store</p> <p>5 distribution side, we have -- we currently have three shifts.</p> <p>6 The first shift is 5 to 1:30. Second shift is 3 p.m. to 11:30.</p> <p>7 And then our p.m. shift is 8:30 to 5 a.m. We also have a four-</p> <p>8 ten rotation who works on the weekends and goes a little bit --</p> <p>9 two hours past those end times that I just mentioned.</p> <p>10 HEARING OFFICER FONG: Okay. Thank you so much for that.</p> <p>11 It's very helpful. How many -- how many -- do you -- do you --</p> <p>12 do you -- do you supervise only general warehousemen?</p> <p>13 THE WITNESS: Yes. I'm responsible for general warehouse</p> <p>14 workers.</p> <p>15 HEARING OFFICER FONG: Give me some -- give -- give me</p> <p>16 some of your responsibilities as -- as a general manager.</p> <p>17 Like, what do you do on a typical day?</p> <p>18 THE WITNESS: Ensure the overall safety of the coworkers</p> <p>19 primarily are our first priorities of -- within IKEA. Ensure</p> <p>20 efficiencies, goals for the day, monitor for any kind of safety</p> <p>21 issues, concerns on the floor, whether it be personal or</p> <p>22 anything regarding work. But -- payroll. Holding people</p> <p>23 accountable. Those kinds of things.</p> <p>24 HEARING OFFICER FONG: Can you approve overtime?</p> <p>25 THE WITNESS: Yes.</p>	<p style="text-align: right;">Page 293</p> <p>1 understand that the IKEA facility where you work in has six</p> <p>2 buildings, right?</p> <p>3 THE WITNESS: Can you say that one more time?</p> <p>4 HEARING OFFICER FONG: Which building -- I understand the</p> <p>5 IKEA facility has six buildings. Which of those buildings do</p> <p>6 you work mostly at?</p> <p>7 THE WITNESS: The primary building, yes, does -- does</p> <p>8 contain six buildings itself. We have some externals that we</p> <p>9 actually -- actually work in, as well. But as far as the SD</p> <p>10 side goes, we -- we primarily work in buildings 1 through 5.</p> <p>11 Like, it's -- the operation itself is widespread. And</p> <p>12 depending on what area you're referring to, it could be within</p> <p>13 any -- any one of those buildings. Also, 6, if you include the</p> <p>14 conveyors or the put-away. But for the most part, it would be</p> <p>15 1 through 5.</p> <p>16 HEARING OFFICER FONG: Okay. Thank you so much. Okay.</p> <p>17 Let me direct your attention to your -- your interaction with</p> <p>18 maintenance -- with the maintenance department. I'm going to</p> <p>19 ask about your interaction. And thereafter, I'm going to ask</p> <p>20 you about what you have seen, if at all, your -- the</p> <p>21 warehousemen you supervise, if you have seen them interact with</p> <p>22 maintenance. Okay. But I'm going to start with your personal</p> <p>23 interactions with maintenance and employees.</p> <p>24 Do you -- personally, can you describe a typical</p> <p>25 interaction with a maintenance employee? And by that, I mean</p>
<p style="text-align: right;">Page 292</p> <p>1 HEARING OFFICER FONG: Gen -- do general warehouse -- are</p> <p>2 they -- what's the overtime policy for the general</p> <p>3 warehousemen?</p> <p>4 THE WITNESS: So we -- we usually have standard -- the</p> <p>5 standard amount we have on a yearly basis is ten hours.</p> <p>6 Occasionally, we'll increase it to 60 total hours' work for the</p> <p>7 week. But standard way we usually post it is through</p> <p>8 publishing a sheet where they sign up with their names, and</p> <p>9 then they fill in whether they're interested in doing the extra</p> <p>10 hour or an extra day. And then we have dates and times and the</p> <p>11 shifts. It's available to whomever wants to sign up for those</p> <p>12 dates and times.</p> <p>13 HEARING OFFICER FONG: Okay. And where -- where --</p> <p>14 where -- where is this sheet located at?</p> <p>15 THE WITNESS: These would be located at the SD hub. Right</p> <p>16 next to the SD hub.</p> <p>17 HEARING OFFICER FONG: What building is that?</p> <p>18 THE WITNESS: Building 1, front side.</p> <p>19 HEARING OFFICER FONG: Okay. How many general warehouse,</p> <p>20 on average, are under your supervision?</p> <p>21 THE WITNESS: If you -- if you're asking a total headcount</p> <p>22 for the SD side on first shift, we are slightly over 100.</p> <p>23 Anywhere from 100 to 120. But direct reports to is, on</p> <p>24 average, 15 to 20 per team lead.</p> <p>25 HEARING OFFICER FONG: Okay. Very nice. The -- I</p>	<p style="text-align: right;">Page 294</p> <p>1 do you -- you know, do you -- do you -- do you initiate a</p> <p>2 request, or would you -- would you just pull somebody -- a</p> <p>3 maintenance guy who's on your -- one of the particular</p> <p>4 departments on the side and do what? Can you just explain to</p> <p>5 me as to how you would normally go about utilizing a</p> <p>6 maintenance employee in your everyday terms and conditions of</p> <p>7 employment?</p> <p>8 THE WITNESS: It can differ in many ways. There are</p> <p>9 certain things that they would need direct -- directions, as</p> <p>10 far like, for example, if something's tagged out, they would</p> <p>11 have to get with their own personal team lead to see what the</p> <p>12 issue is and if it can be untagged. And there's other things</p> <p>13 that don't require them to partner with their leads that we can</p> <p>14 ask for them to do, like fixing tipped pallets and conveyers,</p> <p>15 assisting with conveyers that are broken down. It just -- it</p> <p>16 just depends on the situation. Broken equipment on -- in the</p> <p>17 middle of the drive aisle, we can flag them down and request</p> <p>18 that they help us relieve the -- the -- the issue at hand. So</p> <p>19 it just -- it just varies case by case.</p> <p>20 HEARING OFFICER FONG: Okay. What -- can you give me a --</p> <p>21 thank you so much. You're doing very well. Can you give me</p> <p>22 the -- a type of example where -- where you would -- where --</p> <p>23 where -- where the maintenance employee would probably have to</p> <p>24 go through the chain of command, meaning go ask permission</p> <p>25 from -- from their own team lead? Can you give me a couple of</p>

<p style="text-align: right;">Page 295</p> <p>1 examples why that would be necessary?</p> <p>2 THE WITNESS: Primarily, I would just -- I would say</p> <p>3 referring back to locked-out equipment or locked out-gates,</p> <p>4 anything that has a tag that's deemed nonoperational, that's</p> <p>5 something that operations has no control over as far as, like,</p> <p>6 the -- the team leads go. But aside from that, I think we're</p> <p>7 pretty good with giving direction for assistance with anything</p> <p>8 else.</p> <p>9 HEARING OFFICER FONG: Okay. How about -- how about</p> <p>10 who -- who is -- who is the -- who is the -- who is the team</p> <p>11 lead for the first -- first shift of maintenance? The same</p> <p>12 shift as -- as you work, who is that?</p> <p>13 THE WITNESS: If I'm not mistaken, I believe it's Mitchell</p> <p>14 Newman. I'm not quite sure if that's an interim position</p> <p>15 because we have someone else that held that title. And I'm not</p> <p>16 sure if they -- they're no longer with that company, or just on</p> <p>17 leave, but to my knowledge, right now, if I'm not mistaken, I</p> <p>18 believe it's Mitch -- Mitchell Newman.</p> <p>19 HEARING OFFICER FONG: All right. Do you have occasion to</p> <p>20 discuss maintenance requests with Mitchell Newman?</p> <p>21 THE WITNESS: Do I have what?</p> <p>22 HEARING OFFICER FONG: Do -- in your everyday work, is</p> <p>23 there an occasion where you reach out -- where you need to</p> <p>24 reach out to Mitchell Newman in order to get assistance for a</p> <p>25 maintenance request?</p>	<p style="text-align: right;">Page 297</p> <p>1 from maintenance, or maintenance, you have a copy, that kind</p> <p>2 of -- that kind of terminology.</p> <p>3 HEARING OFFICER FONG: Okay.</p> <p>4 THE WITNESS: So it's just a member of maintenance.</p> <p>5 HEARING OFFICER FONG: I see. I see.</p> <p>6 THE WITNESS: Yeah, any rep.</p> <p>7 HEARING OFFICER FONG: I see.</p> <p>8 THE WITNESS: And you know, any member who is part of --</p> <p>9 who's part of maintenance will have a radio. And obviously,</p> <p>10 people are off different days, scheduling changes. So we</p> <p>11 usually just call all -- anybody -- member from maintenance.</p> <p>12 HEARING OFFICER FONG: Do -- for -- do you know who the</p> <p>13 cleaners are, right? Formally known -- I've heard them as</p> <p>14 being referred as waste sorter or cleaner?</p> <p>15 THE WITNESS: Yeah.</p> <p>16 HEARING OFFICER FONG: Do they have -- can you -- are</p> <p>17 you on the -- are you -- can you call them by radio as well? A</p> <p>18 cleaner?</p> <p>19 THE WITNESS: Yes, sir. Yep.</p> <p>20 HEARING OFFICER FONG: They -- oh, they have radios as</p> <p>21 well?</p> <p>22 THE WITNESS: Yep.</p> <p>23 HEARING OFFICER FONG: What's the difference between,</p> <p>24 like, a may -- in your view, what's the -- when would you call</p> <p>25 a cleaner and when would you call a maintenance person?</p>
<p style="text-align: right;">Page 296</p> <p>1 THE WITNESS: Usually, we don't reach out. It is very --</p> <p>2 it's very rare when we have to reach out to their team lead for</p> <p>3 assistance so that we can ask them to do something. So we</p> <p>4 pretty much directly just reach them on them radio, channel 4.</p> <p>5 And they're readily available for us whenever we need them.</p> <p>6 HEARING OFFICER FONG: Okay. How typically in a -- you</p> <p>7 know, in an average workday, how typical is it for you to see a</p> <p>8 maintenance employee in any particular building?</p> <p>9 THE WITNESS: It's actually very common. I mean, I</p> <p>10 believe they have a -- I'm not sure if this is the term they</p> <p>11 use, but I -- I usually call them floaters. There's somebody</p> <p>12 always making rounds around the building, making sure that, I</p> <p>13 guess, the conveyors and whatever else needs attention is -- is</p> <p>14 being kept up-to-date. But if we need to directly locate</p> <p>15 someone, like I said, we just get them on the radio. But</p> <p>16 they -- they constantly -- they're constantly around the entire</p> <p>17 buildings 1 through 6 equally.</p> <p>18 HEARING OFFICER FONG: Okay. When you say being able to</p> <p>19 locate say somebody, you'll call them by radio. You mean,</p> <p>20 you'll call that particular maintenance employee by radio? Or</p> <p>21 do you call their -- Mitchell, like, their supervisor, their</p> <p>22 team lead --</p> <p>23 THE WITNESS: No, no. We call --</p> <p>24 HEARING OFFICER FONG: -- by radio?</p> <p>25 THE WITNESS: We pretty much just say any available member</p>	<p style="text-align: right;">Page 298</p> <p>1 THE WITNESS: If you're referring to just, like, their</p> <p>2 functionality? And if I'm trying --</p> <p>3 HEARING OFFICER FONG: Yes.</p> <p>4 THE WITNESS: -- to distinguish one from the other, I</p> <p>5 usually say any available member from waste sorting. And if</p> <p>6 I'm trying to get a hold of a maintenance tech, I ask for</p> <p>7 anybody available for maintenance.</p> <p>8 HEARING OFFICER FONG: What type -- what type of typical</p> <p>9 order -- a request would you need a waste sorter or a cleaner</p> <p>10 for?</p> <p>11 THE WITNESS: Housekeeping, primarily. If we have</p> <p>12 anything that's out of place that shouldn't be there. If we</p> <p>13 walk into a setup that perhaps is causing some kind of a safety</p> <p>14 hazard, and we need something fixed, or we need extra bins for</p> <p>15 our operations. Within the operations, we have to strap --</p> <p>16 strip full pallets, sort -- sort out cardboard, that kind of</p> <p>17 stuff, so we have several bins within the entire building. And</p> <p>18 as part of their daily tasks they're supposed to go through and</p> <p>19 just make sure that those areas are cleaned out.</p> <p>20 But if we require additional assistance, whether it be for</p> <p>21 overflow of bins or an additional -- or an extra -- an excess</p> <p>22 amount of waste within the aisles or those bins, then we'll go</p> <p>23 ahead and contact somebody from waste sorting for that</p> <p>24 assistance.</p> <p>25 HEARING OFFICER FONG: Thank you so much. You're doing an</p>

<p style="text-align: right;">Page 299</p> <p>1 excellent job. Now, let me direct your attention to, like, to 2 what you have seen, if any, in terms of the general warehouse 3 people that you supervise. 4 THE WITNESS: Okay. 5 HEARING OFFICER FONG: Are they allowed as a general 6 warehouse -- have you ever seen a general warehouse -- like, if 7 a maintenance person is happen to be walking around the area; 8 can a general warehouse just flag somebody in, like, drag them 9 and have them work on something that's broken? Or does a 10 general warehouse have to go through you to make that request? 11 THE WITNESS: No, they're -- they are -- they're available 12 to just flag someone down. More specifically, just kind of 13 like when we have equipment breaking down in particularly 14 dangerous areas. I know the equipment's not perfect. We have 15 main drive aisles where the traffic is extremely heavy and 16 congested. If it happens to break down in the middle, like I 17 said, since the facilities' team members are constantly driving 18 around the building, if they're around before they contact a 19 lead, they're -- they're allowed to -- to -- to wave someone 20 down so that they can get that assistance. 21 And it's a lot easier for the -- usually, it's a lot 22 easier for the facilities to -- facilities members to get a 23 hold of us if we have -- since we both have radios, than it is 24 for a forklift operator to be -- to get off their equipment, 25 make their way safely across traffic to a phone so they can</p>	<p style="text-align: right;">Page 301</p> <p>1 broken pallets within the end beads, tipped pallets, inside any 2 locations or within the feeds, or when the conveyor slows down, 3 they typically have that -- that availability to call them 4 before they have to contact us. 5 There's -- there's certain things that they do have to 6 notify through me for. Primarily, when it's due to operator 7 error, those will be considered incidents and we'd file reports 8 to see if we have to issue points for those operator errors. 9 But when it's something mechanical that has to be resolved, 10 they have the ability to contact maintenance, and then 11 ourselves, for that request to assist with whatever 12 troubleshooting needs be done. 13 HEARING OFFICER FONG: Thank you so much. Moving on to a 14 different topic. In your years being a team lead, have you 15 seen general warehousemen be promoted to -- to different job -- 16 different job classifications? 17 THE WITNESS: So -- 18 HEARING OFFICER FONG: A promotion? For example, you 19 know, you see a general warehouse -- from going from general 20 warehousemen to, like, a stock -- like, a stock controller or a 21 hauler or a -- 22 THE WITNESS: Yes. 23 HEARING OFFICER FONG: That, you -- have you witnessed 24 some of that? 25 THE WITNESS: Yeah. We have a lot of -- we have --</p>
<p style="text-align: right;">Page 300</p> <p>1 contact or -- or get a hold of us. 2 HEARING OFFICER FONG: Do you know, or do you know if -- 3 if the maintenance that's flagged by a general warehouseman, do 4 you know if they have to keep a log of that -- of such entry, 5 where a general warehouse were to ask -- to flag somebody that 6 happened to be on the spot and they worked on that? Do you 7 know if the maintenance technician has to log that -- log that 8 entry? 9 THE WITNESS: That, I'm not aware of. 10 HEARING OFFICER FONG: If you know. 11 THE WITNESS: I'm not sure if they -- 12 HEARING OFFICER FONG: All right. 13 THE WITNESS: -- if they do have a log or not for -- for 14 that kind of thing. 15 HEARING OFFICER FONG: Does -- does the -- does the 16 general warehouse person -- if something broke down, if 17 something breaks down; is it customary for the general 18 warehouse to bring that up to your attention? So such as, hey, 19 you know, this thing broke down, I had to flag somebody up -- 20 this maintenance technician had to flag a maintenance 21 technician; does that happen? 22 THE WITNESS: It does. I want to say, primarily inside 23 the crane areas, we have up to 12 coworkers within two 24 buildings that drive and operate cranes. Each -- each one of 25 those stations within the cranes has radios. And when we have</p>	<p style="text-align: right;">Page 302</p> <p>1 there's a lot of advancement from within, so. 2 HEARING OFFICER FONG: Oh. Yeah, I understand that. And 3 you know, where general warehousemen tend to be, like, 4 incoming -- incoming job positions from where a lot of people 5 will grow and be promoted to different departments. How 6 many -- if you could estimate it, in the years you've been a 7 team lead, as best you can, how many warehousemen you -- do you 8 recall that got promoted to -- to positions outside of 9 maintenance, okay, outside of maintenance? Like, a stock 10 controller, or internal hauler, recovery coworker? Best you 11 can? 12 THE WITNESS: I'm going to have to -- it depends on the 13 year, but I want to say it within five to ten at least, 14 somewhere within that range. I know that. 15 HEARING OFFICER FONG: Okay. Within five to ten? 16 THE WITNESS: Yeah. 17 HEARING OFFICER FONG: I appreciate that. Do you know if 18 any of those have gone -- been promoted -- any general 19 warehousemen under your supervision -- do you know if any of 20 them have been promoted into the -- into the maintenance 21 department? 22 THE WITNESS: People who would directly report to me? 23 HEARING OFFICER FONG: Yeah, yeah, yes. Anybody under 24 your supervision -- any warehousemen under your supervision? 25 And do you know of any of them having been promoted to a</p>

<p style="text-align: right;">Page 303</p> <p>1 maintenance technician?</p> <p>2 THE WITNESS: That I'm aware of at the moment? I don't</p> <p>3 recall.</p> <p>4 HEARING OFFICER FONG: All right. Well, the five to ten</p> <p>5 that got promoted into a position such as -- would you -- is</p> <p>6 there -- is -- other than maintenance, would you be able to</p> <p>7 est -- to say what other position general warehousemen that the</p> <p>8 five to ten you testified attempted to be promoted to; what</p> <p>9 other position?</p> <p>10 THE WITNESS: Team leads, inventory control.</p> <p>11 HEARING OFFICER FONG: Any event, any of this promoted to</p> <p>12 recovery coworker; you recall -- do you recall?</p> <p>13 THE WITNESS: Within the last year, or just in years in</p> <p>14 general?</p> <p>15 HEARING OFFICER FONG: Years in general, the five to ten.</p> <p>16 Any of them being promoted, you recall, to a -- to an --</p> <p>17 recovery coworker position?</p> <p>18 THE WITNESS: Yes. I want to say one.</p> <p>19 HEARING OFFICER FONG: How about into a internal hauler?</p> <p>20 Any of those five to ten, do you recall being promoted to</p> <p>21 internal hauler?</p> <p>22 THE WITNESS: Internal hauler? Would that -- I'm not --</p> <p>23 I'm not too --</p> <p>24 HEARING OFFICER FONG: The jockey -- that's a jockey</p> <p>25 trucker.</p>	<p style="text-align: right;">Page 305</p> <p>1 steel toes requirements, are the general warehousemen required</p> <p>2 to have, like, anti-slick oil -- oil shoes, that you know of?</p> <p>3 THE WITNESS: That I know of? The only thing that</p> <p>4 we're -- we have to make sure that people have is, at the very</p> <p>5 least, the steel toes.</p> <p>6 HEARING OFFICER FONG: All right. And what about a vest?</p> <p>7 I think you said that. I'm not sure. You --</p> <p>8 THE WITNESS: It doesn't necessarily have to be a vest, as</p> <p>9 long as it's reflective. So we have coworkers who wear jackets</p> <p>10 that have reflective marks. We have coworkers who wear shirts</p> <p>11 that have reflective marks. As long as it has something</p> <p>12 reflective on it, they're okay to be on the floor.</p> <p>13 HEARING OFFICER FONG: All right. I'm almost done.</p> <p>14 Would -- do you -- where -- do you know about the pay range of</p> <p>15 a general warehouseman?</p> <p>16 THE WITNESS: Currently --</p> <p>17 HEARING OFFICER FONG: Is it salary based? Yeah.</p> <p>18 THE WITNESS: Yeah, currently, I am not aware. I know</p> <p>19 that it is revisited on a yearly basis. And they -- if need</p> <p>20 be, they go ahead and make adjustments for everybody. I have</p> <p>21 not been on hourly in several years, so it's definitely changed</p> <p>22 since I was an hourly reporter.</p> <p>23 HEARING OFFICER FONG: Okay. Give me a second, okay? I'm</p> <p>24 almost done.</p> <p>25 THE WITNESS: Okay.</p>
<p style="text-align: right;">Page 304</p> <p>1 THE WITNESS: Jockey?</p> <p>2 HEARING OFFICER FONG: A jockey trucker, yeah.</p> <p>3 THE WITNESS: The jockeys have remained on our shift. On</p> <p>4 our shift, they -- they remained the same. I can't speak to</p> <p>5 what --</p> <p>6 HEARING OFFICER FONG: The same? Okay.</p> <p>7 THE WITNESS: Actually -- yeah, because I'm the first one.</p> <p>8 HEARING OFFICER FONG: And then to be clear, any of those</p> <p>9 warehousemen, you said, one of them -- or did any of them get</p> <p>10 promoted to a stock controller position?</p> <p>11 THE WITNESS: Yes.</p> <p>12 HEARING OFFICER FONG: Okay. What's the -- what's the</p> <p>13 uniform policy for your general warehousemen, Rigo?</p> <p>14 THE WITNESS: What -- say that again? I -- you cut off a</p> <p>15 little bit.</p> <p>16 HEARING OFFICER FONG: What -- is there -- is there a</p> <p>17 uniform for general warehousemen? And if so, what is it? What</p> <p>18 type of uniform? Are they --</p> <p>19 THE WITNESS: I want to say --</p> <p>20 HEARING OFFICER FONG: Or there is no uniform?</p> <p>21 THE WITNESS: So the only requirement for a general</p> <p>22 warehouse coworker, is steel toes and a vest, reflective vests.</p> <p>23 Other than that, they're allowed to wear whatever clothing they</p> <p>24 desire. As anyone else's, I don't --</p> <p>25 HEARING OFFICER FONG: Do you know -- um-hum. Are the</p>	<p style="text-align: right;">Page 306</p> <p>1 HEARING OFFICER FONG: Okay. I'm -- I -- you have done a</p> <p>2 very nice job, Mr. Razo. Thank you so much. I don't have</p> <p>3 anything further. But let me ask the Petitioner -- he may have</p> <p>4 some additional questions for you, okay?</p> <p>5 THE WITNESS: Okay.</p> <p>6 HEARING OFFICER FONG: Go ahead, Mr. Petitioner. If you</p> <p>7 have any, go ahead and -- and proceed.</p> <p>8 MR. WEDEKING: Thank you.</p> <p>9 DIRECT EXAMINATION</p> <p>10 Q BY MR. WEDEKING: Rigo, what -- what team are you the team</p> <p>11 leader of?</p> <p>12 A I am directly responsible for the plock department.</p> <p>13 Q The plock? What -- can you testify to what other</p> <p>14 departments are in first shift, too, like your peer team leads;</p> <p>15 what other departments?</p> <p>16 A The --</p> <p>17 Q Go ahead.</p> <p>18 A Well, what was that?</p> <p>19 Q I said go ahead. Were you going to say something?</p> <p>20 A Yeah, I was going to ask you if you want to know the --</p> <p>21 all the departments that we have within SD?</p> <p>22 Q Yes, please.</p> <p>23 A Okay. So we're going to have the plock department, we're</p> <p>24 going to have shipping; we're going to have inbound; we have</p> <p>25 put away; cranes; and full pallet, if I'm not mistaken.</p>

<p style="text-align: right;">Page 307</p> <p>1 Q And then each one of those has a team lead, correct?</p> <p>2 A For the most part, yeah. The structure is set to the</p> <p>3 point where we try and have a team lead designated per</p> <p>4 department. But as you may be well aware, we have external</p> <p>5 buildings as well that we cover on first shift. So the title</p> <p>6 itself there is just for the structure of the report-tos</p> <p>7 primarily and for follow-up. But yeah, each one of those</p> <p>8 should have a team lead that should be overseeing that</p> <p>9 department.</p> <p>10 Q Do you ever use a general warehouse coworker from another</p> <p>11 department in your department?</p> <p>12 A Yes.</p> <p>13 Q Do you use maintenance personnel for the -- in your</p> <p>14 department?</p> <p>15 A Particularly for one, specifically. Like --</p> <p>16 Q Like, for plock? You said you're the team leader of the</p> <p>17 plock? Do you use general -- you use coworkers from other</p> <p>18 departments for your function, correct?</p> <p>19 A If they sign up for overtime, yes.</p> <p>20 Q Do you ever use maintenance personnel for the function</p> <p>21 that you routinely do?</p> <p>22 A If waste sorter falls within that category, yes. I have</p> <p>23 used one person for -- as the operations.</p> <p>24 Q Maintenance technicians, though?</p> <p>25 A That I can recall, no.</p>	<p style="text-align: right;">Page 309</p> <p>1 questioning. Can you elaborate on when the last point you</p> <p>2 said, like, if you can give orders to a maintenance technician</p> <p>3 if it's a requirement? Can you give me an example?</p> <p>4 THE WITNESS: Yes. So let's say, for example -- and</p> <p>5 I'm -- this is an actual, like, real-case scenario that just</p> <p>6 literally happened this last Sunday. We had equipment that was</p> <p>7 not starting. After further inspection, operator realized that</p> <p>8 one of the cables for the charging adaptor was loose. So I</p> <p>9 went ahead and asked IT to go take a look at it and make sure</p> <p>10 it was safe before we -- we let anybody else near that</p> <p>11 equipment.</p> <p>12 HEARING OFFICER FONG: I'm sorry, repeat that last part</p> <p>13 of --</p> <p>14 MR. WEDEKING: Did you mean maintenance?</p> <p>15 HEARING OFFICER FONG: Repeat the last part of what you</p> <p>16 said.</p> <p>17 THE WITNESS: What was that?</p> <p>18 HEARING OFFICER FONG: Repeat the last part of what you</p> <p>19 said.</p> <p>20 THE WITNESS: The part where I asked or requested a</p> <p>21 maintenance -- a maintenance individual to go ahead and look at</p> <p>22 it, or?</p> <p>23 HEARING OFFICER FONG: Yeah, you said there was, like,</p> <p>24 some -- yeah, there was something unplugged.</p> <p>25 THE WITNESS: Okay.</p>
<p style="text-align: right;">Page 308</p> <p>1 Q So what -- what's a service request; do you know?</p> <p>2 A What -- what was that?</p> <p>3 Q A service request, do you -- do you know what those are?</p> <p>4 A By definition, or?</p> <p>5 Q Well, just like what we use them for. Are you familiar</p> <p>6 with them?</p> <p>7 A No. If -- I'm not sure if you guys have a particular</p> <p>8 terminology that you use within the maintenance department, but</p> <p>9 if you're just asking me what I think it is, for me, it's just</p> <p>10 asking for someone to assist with a particular assignment.</p> <p>11 Q Are you familiar with CAFM at all?</p> <p>12 A What was that?</p> <p>13 Q Are you familiar with CAFM?</p> <p>14 A No, sir.</p> <p>15 Q Okay. You said that you -- can you give orders to -- to</p> <p>16 maintenance technicians? Can you give orders to -- to</p> <p>17 maintenance?</p> <p>18 A Say that one more time.</p> <p>19 Q Do you -- do you -- do you give orders to the maintenance</p> <p>20 personnel?</p> <p>21 A If it's necessary to resolve a particular issue, then yes.</p> <p>22 MR. WEDEKING: Okay. I think that's it. I'm done, Mr.</p> <p>23 Hearing Officer.</p> <p>24 HEARING OFFICER FONG: Okay.</p> <p>25 Can you -- I have a few -- just a small line of</p>	<p style="text-align: right;">Page 310</p> <p>1 HEARING OFFICER FONG: And what is it that you did -- that</p> <p>2 you did next?</p> <p>3 THE WITNESS: So once -- once the coworker realized that</p> <p>4 there was exposed wire on the charging adaptor --</p> <p>5 HEARING OFFICER FONG: Yes.</p> <p>6 THE WITNESS: -- I went ahead radioed maintenance to go</p> <p>7 ahead and look at it and make sure that nobody used it, so they</p> <p>8 can tag it out. So one of the first things we do when we</p> <p>9 realize that equipment is unsafe to operate, we -- we request</p> <p>10 for them to go ahead and -- and inspect it so that if it needs</p> <p>11 to be tagged out for non -- for nonoperation, then they go</p> <p>12 ahead and do so immediately so that nobody grabs that piece of</p> <p>13 equipment.</p> <p>14 HEARING OFFICER FONG: Okay. So you call that out on the</p> <p>15 radio, like you just said, like, we need someone from</p> <p>16 maintenance come over. And then someone will show up?</p> <p>17 THE WITNESS: Yeah.</p> <p>18 HEARING OFFICER FONG: Okay. Has there been an occasion</p> <p>19 where you've -- where you have, you know, you saw something</p> <p>20 broken and you -- there was a maintenance employee walking</p> <p>21 around and you flagged him? Has there been an occasion where</p> <p>22 that maintenance employee told you on the spot, oops, you know,</p> <p>23 I'm on my -- I'm on my way to a -- to a job request, can you</p> <p>24 get somebody else? Has there been such an example, such an</p> <p>25 occurrence?</p>

<p style="text-align: right;">Page 311</p> <p>1 THE WITNESS: No. I'm going to say for the most part, 2 when I wave someone down and ask for -- for assistance with a 3 particular issue that I have on hand at that moment, it -- it 4 goes -- it gets resolved right on the spot. 5 HEARING OFFICER FONG: Okay. What does management tell 6 you the chain of command in terms of -- if any, in terms of 7 recruiting -- what's the policy that you've been told in terms 8 of the chain of command for recruiting a particular maintenance 9 person? 10 THE WITNESS: It is my understanding that we're available 11 to request assistance for them to do whatever it is that we 12 need whenever -- whenever it is that those things come up. So 13 like I said, as soon as anything comes up that requires the 14 assistance of a maintenance tech that I'll -- a warehouse -- a 15 warehouse -- general warehouse worker can -- does not have 16 authorization to do, we go ahead and radio them in and we get 17 that -- we get that resolved. 18 HEARING OFFICER FONG: Has upper management ever told you 19 what to do if -- has -- no, I'm sorry. Has upper management 20 ever told you for occasion where you need to get approval from 21 the team lead of the maintenance employee before you -- you 22 request a maintenance employee? 23 THE WITNESS: No. 24 HEARING OFFICER FONG: Okay. All right. I -- I don't 25 have anything further.</p>	<p style="text-align: right;">Page 313</p> <p>1 because I am a -- in a particular role, I'm always going to 2 request that someone help me with a particular issue if I need 3 it. Obviously, no one's obligated to do anything they don't 4 have to do. But if it's within their role, and if it's 5 something that they're expected to do, it's still -- does 6 not -- doesn't hurt to ask somebody for assistance. 7 Q Do you feel that -- that when you flag somebody down for 8 maintenance, that they're doing the same type of respect as to 9 helping out that you do would do when asking? Like, like, does 10 maintenance -- shoot. Do you -- is maintenance obligated to do 11 those things you request for? 12 A I think that's almost subjective. I believe it's all 13 case-by-case scenario. I can't request -- as you may know, I 14 can't request for you to cut off a tag on a particular piece of 15 equipment that I -- that you know is deemed unoperational. But 16 if there's certain things that -- that are within the realm of 17 operations that have to do with direct safety risks, like bent 18 upright or bent rack that needs to be tagged out immediately, 19 so -- and vacated, that's something that gets done on the spot 20 right when we request it. 21 Q Because it's a safety thing? Because of safety? 22 A Well, for -- for that particular situation, yeah. Like I 23 said, I feel like it's case-by-case. 24 Q So if you've seen it -- if you see a tech driving by and 25 you flag him down because there was an incident where somebody</p>
<p style="text-align: right;">Page 312</p> <p>1 Mr. Petitioner, anything further? 2 MR. WEDEKING: Yeah, one more thing. 3 RESUMED DIRECT EXAMINATION 4 Q BY MR. WEDEKING: Rigo, do -- 5 A Yeah? 6 Q Do general warehouse coworkers -- have you ever seen a 7 general warehouse coworker work hand-in-hand with maintenance? 8 A Depending on the issue, yeah. So I -- I personally have 9 had an occasion where one of my operators tipped a pallet on 10 the conveyor, went ahead radioed a maintenance technician over, 11 and the maintenance technician was working alongside with the 12 coworker that was on the equipment to eject that pallet. 13 Q Okay. I -- I would -- can you describe -- well, no, 14 that's not necessary. You said -- you keep saying request, 15 we'd request maintenance, we request maintenance; is that -- is 16 that a correct term? Like, can maintenance -- 17 A So -- 18 MR. HART: Mr. Hearing Officer, this has been asked and 19 answered. 20 HEARING OFFICER FONG: That -- that's okay. Overruled. 21 It's just -- he's just asking for further clarification. 22 Go ahead. 23 A So for myself, and as far as the way I communicate, I -- I 24 want to say I use that termigo -- terminology for courtesy 25 reasons. I don't ever command anyone to do anything. Just</p>	<p style="text-align: right;">Page 314</p> <p>1 hit something, and he stops, do you think that that's -- 2 that -- 3 MR. WEDEKING: You know. I'm done, Mr. Hearing Officer. 4 HEARING OFFICER FONG: I have just one more follow-up 5 question, if you can answer, Mr. -- Mr. Razo. On average, in 6 terms of -- in terms of, like, say percentage-wise speaking, 25 7 percent, 50 percent, 75 percent, 100 percent; when from the 8 what you witness at your facility, when you call a maintenance 9 person to fix a particular maintenance issue in the vicinity 10 of -- of a warehouseman, what percentage of the time does 11 the -- does the warehouseman step on -- step to the side and 12 let the maintenance employee do his job? 13 Because you had referenced, referring to the example you 14 gave where you said one example, like, the warehouseman 15 actually jumped in and was kind of some sort of -- and I'm 16 not -- there's a Record; it is what it is. But something to 17 the effect, you said, where a warehouseman went in and helped 18 the maintenance. That says to me -- and correct me if I'm 19 wrong, unusual. What percentage of the time would a 20 warehouseman assist getting -- getting down and dirty, so to 21 speak, with the maintenance employee fixing the problem? What 22 percentage of the time? Very low? I mean, 25 percent, 10 23 percent, average, half the time, 50 percent, or a bit less than 24 75, on and on? 25 THE WITNESS: Based -- based on just my experiences that</p>

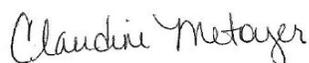
<p style="text-align: right;">Page 315</p> <p>1 I've had? I want to say --</p> <p>2 HEARING OFFICER FONG: Yes.</p> <p>3 THE WITNESS: -- maybe half the time. I think that</p> <p>4 primarily, the -- the primary calls that I've gone to or</p> <p>5 reported to that required a maintenance tech assistance has</p> <p>6 been when equipment shuts down. Most of the time, one of the</p> <p>7 first things that the maintenance technician will ask the</p> <p>8 coworker to do is to simulate movements or simulate the -- the</p> <p>9 actions that cause the -- the issue that faulted out the</p> <p>10 equipment, or whatnot. But if they can't get it to do it, the</p> <p>11 maintenance tech will sometimes get on the equipment themselves</p> <p>12 and try the same thing. So I'll --</p> <p>13 HEARING OFFICER FONG: Okay.</p> <p>14 THE WITNESS: In my --</p> <p>15 HEARING OFFICER FONG: I see. I see.</p> <p>16 THE WITNESS: In my experience, I would say -- yeah, in my</p> <p>17 experience, I would say --</p> <p>18 HEARING OFFICER FONG: Okay.</p> <p>19 THE WITNESS: -- half the time.</p> <p>20 HEARING OFFICER FONG: Okay. I see that particular</p> <p>21 example where you say you go through the motions that -- okay,</p> <p>22 that particular example, I can see that happening. I'm talking</p> <p>23 about, like -- like, a general warehouseman grabbing a wrench</p> <p>24 and turning bolts or -- or doing what -- the maintenance</p> <p>25 duties, so to speak. That's the type of example I'm looking</p>	<p style="text-align: right;">Page 317</p> <p>1 MR. HART: Sir. --</p> <p>2 HEARING OFFICER FONG: -- the Petitioner is --</p> <p>3 MR. HART: -- Mr. Hearing Officer --</p> <p>4 HEARING OFFICER FONG: Yes.</p> <p>5 MR. HART: -- I think we need to -- I think we need to</p> <p>6 swear in the witness.</p> <p>7 HEARING OFFICER FONG: I am. I am, yes, yes.</p> <p>8 MR. HART: Oh, I'm sorry.</p> <p>9 HEARING OFFICER FONG: Sure.</p> <p>10 MR. HART: I'm sorry.</p> <p>11 HEARING OFFICER FONG: No, no problem. No, I appreciate</p> <p>12 that.</p> <p>13 After I ask you the questions, Mr. Reynaldo, Mr.</p> <p>14 Petitioner is going to go ahead and ask you some questions</p> <p>15 himself, okay?</p> <p>16 MR. DE LEON: Okay.</p> <p>17 Whereupon,</p> <p>18 REYNALDO DE LEON, JR.</p> <p>19 having been duly sworn, was called as a witness herein and was</p> <p>20 examined and testified, telephonically as follows:</p> <p>21 HEARING OFFICER FONG: Thank you so much. State your name</p> <p>22 for the record.</p> <p>23 THE WITNESS: Reynaldo De Leon, Jr.</p> <p>24 HEARING OFFICER FONG: Okay. And what is your job title,</p> <p>25 current, at the IKEA location?</p>
<p style="text-align: right;">Page 316</p> <p>1 for.</p> <p>2 THE WITNESS: Somewhat low, maybe under 25 percent or so.</p> <p>3 Just -- just on my experience, though.</p> <p>4 HEARING OFFICER FONG: Okay. All right. All right.</p> <p>5 Anything further as to my questioning, Mr. Petitioner?</p> <p>6 MR. WEDEKING: No.</p> <p>7 HEARING OFFICER FONG: All right. All right.</p> <p>8 Thank you so much, Mr. Razo. We really appreciate your --</p> <p>9 your -- the time you took. Go rest. Go home. And you're off</p> <p>10 the hook, so to speak, kindly, okay? You did a nice job.</p> <p>11 MR. WEDEKING: Thanks, Rigo.</p> <p>12 THE WITNESS: All right. Thank you.</p> <p>13 MR. WEDEKING: Thank you, Raz (ph.).</p> <p>14 MR. HART: Thank you, Rigo.</p> <p>15 MS. INESTA: Thank you.</p> <p>16 HEARING OFFICER FONG: Thank you.</p> <p>17 THE WITNESS: Thank you.</p> <p>18 HEARING OFFICER FONG: Okay, let's be off the record,</p> <p>19 please, Madam Reporter.</p> <p>20 (Off the record at 4:57 p.m.)</p> <p>21 HEARING OFFICER FONG: I'm going to ask you a sort of -- a</p> <p>22 series of questions about -- just ask you questions about your</p> <p>23 job duties.</p> <p>24 MS. INESTA: Is he going to swear in the witness?</p> <p>25 HEARING OFFICER FONG: And then afterwards --</p>	<p style="text-align: right;">Page 318</p> <p>1 THE WITNESS: I'm a CDC team lead.</p> <p>2 HEARING OFFICER FONG: Okay. How long have you -- how</p> <p>3 long have you been the CDC team lead?</p> <p>4 THE WITNESS: Five-and-a-half years.</p> <p>5 HEARING OFFICER FONG: Okay. Prior to that, did you work</p> <p>6 at the job -- at the -- at the facility -- at the -- at the</p> <p>7 Tejon facility?</p> <p>8 THE WITNESS: Prior to that? No.</p> <p>9 HEARING OFFICER FONG: Okay. Can you tell me somewhat</p> <p>10 your job responsibilities as the CD (sic) team shift -- team</p> <p>11 leader?</p> <p>12 THE WITNESS: Yeah, my job responsibilities are to make</p> <p>13 sure that all the orders are fulfilled for the day, and just</p> <p>14 make sure they're shipped out in good quality and everything's</p> <p>15 picked correctly, managing 40 to 55 coworkers on any given day.</p> <p>16 That's both IKEA and Bolt (ph.), and just any either system</p> <p>17 issues or maintenance issues may -- that come around, just make</p> <p>18 sure they're dealt with in a timely manner so that everyone has</p> <p>19 the tools to be successful in their job.</p> <p>20 HEARING OFFICER FONG: Thank you so much. And the --</p> <p>21 of -- of the employees that you manage, what are -- what job</p> <p>22 classifications do -- do -- of employees do you manage?</p> <p>23 THE WITNESS: My direct report --</p> <p>24 HEARING OFFICER FONG: Like job titles and the --</p> <p>25 THE WITNESS: -- would be the --</p>

<p style="text-align: right;">Page 319</p> <p>1 HEARING OFFICER FONG: -- yeah.</p> <p>2 THE WITNESS: Oh, general warehouse coworkers.</p> <p>3 HEARING OFFICER FONG: Oh, good -- you -- all -- all --</p> <p>4 all general warehouse coworkers in the -- are under your</p> <p>5 supervision?</p> <p>6 THE WITNESS: Yes.</p> <p>7 HEARING OFFICER FONG: And what -- what shift -- what's</p> <p>8 your shift?</p> <p>9 THE WITNESS: My shift is second shift.</p> <p>10 HEARING OFFICER FONG: And what hours are those?</p> <p>11 THE WITNESS: 2 to 10:30.</p> <p>12 HEARING OFFICER FONG:.. Okay, 2 p.m. to 10:30 p.m. Thank</p> <p>13 you.</p> <p>14 THE WITNESS: Yes, sir.</p> <p>15 HEARING OFFICER FONG: And there's -- there's, you know,</p> <p>16 six buildings in your facility.</p> <p>17 THE WITNESS: Yes.</p> <p>18 HEARING OFFICER FONG: What -- what's -- what's the span</p> <p>19 of your -- of your work area, in -- in all buildings -- one or</p> <p>20 other particular building?</p> <p>21 THE WITNESS: It's -- it's one particular building, but if</p> <p>22 coworkers have any issues or concerns because we have, like,</p> <p>23 people bring you product through our building for different</p> <p>24 loads, and so I would say one -- we're primarily in one</p> <p>25 building, but yet we can direct coworkers from different</p>	<p style="text-align: right;">Page 321</p> <p>1 building that -- where you work at?</p> <p>2 THE WITNESS: Okay. So if we have any issues with</p> <p>3 equipment, if a coworker approaches the team lead saying that</p> <p>4 they -- either it's turning bad or something's -- he smells</p> <p>5 something on it or there's a wheel bad, we have -- we call</p> <p>6 maintenance to the hub to check it out, and if it's something</p> <p>7 that they can't particularly fix, we'll tag it out, or there's</p> <p>8 the packing stations that are in the corner of the building</p> <p>9 that, if we have any issues with the conveyors or -- they're</p> <p>10 electrical, so if the electricals' not moving, we'll -- we'll</p> <p>11 call maintenance, as well. Then we have our automation system</p> <p>12 that requires maintenance there to monitor if the shuttles go</p> <p>13 down, lifts go down, or if they're doing permanent maintenance</p> <p>14 on any of the shuttles or lifts, as well.</p> <p>15 HEARING OFFICER FONG: Okay. What is the -- what is the</p> <p>16 customary procedure for maintenance to get to -- to any</p> <p>17 particular equipment that -- that needs -- that needs</p> <p>18 maintenance? On average, what is the pro -- normal procedure?</p> <p>19 Do you -- does the warehouse -- general warehouse person flag</p> <p>20 somebody in? You -- you stated earlier that in a particular</p> <p>21 example, that, you know, we'll have -- we'll go to a team lead</p> <p>22 and then make that request. Or is there one where, you know,</p> <p>23 can you direct that the team shift leader flag a maintenance</p> <p>24 down? What is the customary nature -- mo -- most of those</p> <p>25 maintenance employees that -- that -- that fix things in --</p>
<p style="text-align: right;">Page 320</p> <p>1 buildings, as well.</p> <p>2 HEARING OFFICER FONG: Okay. And which -- which -- which</p> <p>3 primary building are you -- do you do most of your work out of?</p> <p>4 THE WITNESS: Building 6.</p> <p>5 HEARING OFFICER FONG: Building 6. And is there a</p> <p>6 particular name for that building?</p> <p>7 THE WITNESS: Just a CDC bu -- building.</p> <p>8 HEARING OFFICER FONG: What -- what equipment is in the</p> <p>9 building that would normally require the assistance of a</p> <p>10 maintenance; can you -- can you detail some of those -- that --</p> <p>11 that -- that equipment?</p> <p>12 THE WITNESS: It would be anything from our moving</p> <p>13 conveyors to our automation system to our regular walkies and</p> <p>14 reaches and sit-downs that our coworkers usually use to move</p> <p>15 freight.</p> <p>16 HEARING OFFICER FONG: Okay. On a -- on an -- on an</p> <p>17 average day, how -- how many -- how -- how -- how many</p> <p>18 maintenance employees would you see in your -- in that -- in</p> <p>19 that building -- in building 6?</p> <p>20 THE WITNESS: There's usually one or two running the</p> <p>21 automation system, and then there's one cover that's just going</p> <p>22 through building to building any floor issues.</p> <p>23 HEARING OFFICER FONG: Okay. What -- give me a few</p> <p>24 examples that you've witnessed what maintenance employees do in</p> <p>25 terms of their job duties applicable to -- to -- to your -- the</p>	<p style="text-align: right;">Page 322</p> <p>1 in -- in the -- in your building, on average, what is the most</p> <p>2 customary nature that -- and -- that a maintenance will get to</p> <p>3 the piece of equipment and fix it up?</p> <p>4 THE WITNESS: It -- it depends because we have -- once a</p> <p>5 issue arises with the equipment, the coworker reports it to us</p> <p>6 and then we'll inform maintenance, and then maintenance will</p> <p>7 kind of tell us if it's -- if they can fix it right then and</p> <p>8 there or if they're going to have to tag it out and have our</p> <p>9 third party look at it. So I would say any given day, probably</p> <p>10 two to three times -- two to three times --</p> <p>11 THE COURT REPORTER: I'm sorry.</p> <p>12 THE WITNESS: -- a day they're called to the hub --</p> <p>13 HEARING OFFICER FONG: Wait.</p> <p>14 THE COURT REPORTER: Hold on.</p> <p>15 THE WITNESS: -- to take out -- oh.</p> <p>16 HEARING OFFICER FONG: Are we --</p> <p>17 THE COURT REPORTER: I thought --</p> <p>18 HEARING OFFICER FONG: -- back on? I'm sorry.</p> <p>19 THE COURT REPORTER: -- we had lost you, Mr. Hearing</p> <p>20 Officer.</p> <p>21 HEARING OFFICER FONG: Yeah, we -- I lost -- I lost</p> <p>22 everybody there. I'm sorry. Sorry, Reynaldo. Hold up. I</p> <p>23 think my --</p> <p>24 THE WITNESS: All right. That's --</p> <p>25 HEARING OFFICER FONG:.. -- VPN --</p>

<p style="text-align: right;">Page 323</p> <p>1 THE WITNESS: -- okay.</p> <p>2 HEARING OFFICER FONG: -- passed out for the day.</p> <p>3 Everybody -- everybody hear? Everybody else okay? I can</p> <p>4 see everybody.</p> <p>5 Okay, I'm sorry. You were saying? Go on.</p> <p>6 THE WITNESS: Oh, so it -- it -- just -- I don't know</p> <p>7 where -- what you heard, but we'll call maintenance every --</p> <p>8 two to three times a hub or if there's a part -- particular</p> <p>9 issue with equipment or if there's a conveyor, so probably two</p> <p>10 to three times. That's excluding the automation part. If</p> <p>11 there's a maintenance coworker over there working automation,</p> <p>12 then there's a lot more communication with the maintenance</p> <p>13 co -- coworker running the automation due to the shuttles or a</p> <p>14 lift may be down or something might've went idle, ju -- if they</p> <p>15 can check it out, issues that arise with automation.</p> <p>16 HEARING OFFICER FONG: And are most of these see -- mo --</p> <p>17 mo -- most of these times, like, the -- the maintenance is</p> <p>18 flagged by the general warehouseman, or is it -- is it the</p> <p>19 maintenance person requested by -- by -- by you?</p> <p>20 THE WITNESS: It's usually by the team lead, but I think</p> <p>21 we're so such a -- like a close-knit family that if -- some of</p> <p>22 these guys built relationships with the maintenance techs, so</p> <p>23 they have -- they feel comfortable just saying, hey, I -- do</p> <p>24 you have a screwdriver to help me with a scan gun or anything</p> <p>25 down. So it -- they can be flagged down at times because of</p>	<p style="text-align: right;">Page 325</p> <p>1 THE WITNESS: Oh, I'm sorry.</p> <p>2 So the coworker can be there, but once maintenance tells</p> <p>3 us that they can't fix this -- a piece of the equipment, we'll</p> <p>4 have them go grab a different piece of equipment because</p> <p>5 maintenance might have a -- a couple more questions for our</p> <p>6 coworker, but it's usually we're all there in a dialogue about</p> <p>7 the equipment.</p> <p>8 HEARING OFFICER FONG: Oh, yeah. It make sense. You</p> <p>9 know, obviously, general warehouseman has to be there to tell</p> <p>10 the -- the maintenance person, you know, what happened and</p> <p>11 stuff. But in terms of physically getting involved in the</p> <p>12 maintenance repair, do you see the warehouseman get physically</p> <p>13 involved or are they just -- well, you just said telling the --</p> <p>14 the ware -- the maintenance man what happened?</p> <p>15 THE WITNESS: So they're just telling the maintenance</p> <p>16 man -- coworker what happened, describing the situation that</p> <p>17 they experienced on that piece of equipment. They may --</p> <p>18 maintenance may have them drive it to a speci -- specific</p> <p>19 parking spot and park it so they can tag it out. If there --</p> <p>20 some maintenance techs aren't certified on certain equipment,</p> <p>21 so they may help them in that aspect, but there's no, really,</p> <p>22 troubleshooting by the coworker. It's usually done by</p> <p>23 maintenance.</p> <p>24 HEARING OFFICER FONG: Thank you so much. Has upper --</p> <p>25 has -- has upper management told you a policy on how to -- how</p>
<p style="text-align: right;">Page 324</p> <p>1 the relationships they have built inside the warehouse, as</p> <p>2 well.</p> <p>3 HEARING OFFICER FONG: All right. I understand. Thank</p> <p>4 you so much. You're doing very well, by the way. Thank you so</p> <p>5 much.</p> <p>6 THE WITNESS: Thank you.</p> <p>7 HEARING OFFICER FONG: On -- on the times that you see --</p> <p>8 on the many times that you've seen maintenance work for a --</p> <p>9 a -- a -- a team to a particular piece of equipment in terms of</p> <p>10 trying to fix it, where -- where -- where -- where is -- where</p> <p>11 is the -- where is the general warehouseman that was working in</p> <p>12 the -- on that -- on that equipment? Are they on standby on</p> <p>13 the side? Are they helping the maintenance person? Are</p> <p>14 they -- I'm not sure what else. How -- how -- what's your --</p> <p>15 how -- what -- what's your perception on that, that you have</p> <p>16 seen?</p> <p>17 THE WITNESS: Since the coworker in question (audio</p> <p>18 interference) and is report -- have them stand by the side. If</p> <p>19 it's something that --</p> <p>20 Are you guys there? Oh.</p> <p>21 HEARING OFFICER FONG: Yeah, we lost you a little.</p> <p>22 There's a little bit of lag on your side, but that's okay.</p> <p>23 We'll --</p> <p>24 THE WITNESS: Okay.</p> <p>25 HEARING OFFICER FONG: -- do the best we can.</p>	<p style="text-align: right;">Page 326</p> <p>1 to request maintenance and -- help or assistance when something</p> <p>2 breaks down?</p> <p>3 THE WITNESS: As in, like, a lockout/tagout, or as in just</p> <p>4 calling them and informing them of the situation?</p> <p>5 HEARING OFFICER FONG: Yeah, both -- both ways. Either --</p> <p>6 or either way.</p> <p>7 THE WITNESS: So we have the lockout/tagout training every</p> <p>8 year, but from a -- just a everyday situation that we come up</p> <p>9 on, it's -- there's no real training on it. It's just this is</p> <p>10 what we usually do.</p> <p>11 HEARING OFFICER FONG: Okay. Can you explain to me how</p> <p>12 you would go about, like, if -- if something breaks down and</p> <p>13 the general warehouseman comes up to you, hey, you know,</p> <p>14 conveyor belts so-and-so broke down? What would you do next in</p> <p>15 terms of requesting maintenance help?</p> <p>16 THE WITNESS: I would report to the situation, and if it's</p> <p>17 something that I think ne -- needs maintenance there, as well,</p> <p>18 I would call maintenance then and there. If maintenance is --</p> <p>19 like, it's -- it's all by priority. It's all about if they're</p> <p>20 working on something that's higher priority than a conveyor</p> <p>21 system, then we're just going to wait for them to come over or</p> <p>22 wait until they respond. They may be on break or lunch or</p> <p>23 other aspects or shorthanded, you know, so we respond as team</p> <p>24 leads first, and then we get maintenance involved.</p> <p>25 HEARING OFFICER FONG: And when you say you report it, who</p>

<p style="text-align: right;">Page 327</p> <p>1 do you -- who do you report it to?</p> <p>2 THE WITNESS: Report as it -- when the coworker reports to</p> <p>3 us.</p> <p>4 HEARING OFFICER FONG: I see. And then who -- who --</p> <p>5 THE WITNESS: Who do we report --</p> <p>6 HEARING OFFICER FONG: -- who do you --</p> <p>7 THE WITNESS: -- after?</p> <p>8 HEARING OFFICER FONG: -- call -- yeah, who do you call</p> <p>9 from maintenance to -- to have somebody come over?</p> <p>10 THE WITNESS: Just anyone that's covering the floor. If</p> <p>11 they're in building 6 or if there's only one tech, we'll call</p> <p>12 the tech, and we'll see where he's at in the day. Like if he</p> <p>13 can --</p> <p>14 HEARING OFFICER FONG: Can he --</p> <p>15 THE WITNESS: -- respond --</p> <p>16 HEARING OFFICER FONG: Uh-huh.</p> <p>17 THE WITNESS: -- if we can't respond, and then we'll reach</p> <p>18 out to other -- other tech.</p> <p>19 HEARING OFFICER FONG: Do you -- do you have a telephone</p> <p>20 or a walkie-talkie or a radio or -- or -- or a particular line</p> <p>21 that -- or a computer system where you make that request?</p> <p>22 THE WITNESS: We have a radio that we usually try to get</p> <p>23 ahold of them, or if they're working automation, they have a</p> <p>24 cell phone, as well, with -- we -- we also carry a cell phone,</p> <p>25 as well.</p>	<p style="text-align: right;">Page 329</p> <p>1 reallocate A and keep us going why (sic) maintenance is dealing</p> <p>2 with everything else on the floor.</p> <p>3 HEARING OFFICER FONG: And -- who -- who -- who -- who --</p> <p>4 who is the one that tells you, hey, you know, maintenance is</p> <p>5 doing this priority first, so just hold out until we get to it.</p> <p>6 Is that something you can recommend yourself or who -- who</p> <p>7 mentions that to you?</p> <p>8 THE WITNESS: They'll mention it over the radio. It's --</p> <p>9 we have pretty good communication. On their --</p> <p>10 HEARING OFFICER FONG: Who -- who -- who mentions --</p> <p>11 THE WITNESS: -- hey, I'm busy --</p> <p>12 HEARING OFFICER FONG: -- that on the radio?</p> <p>13 THE WITNESS: -- with this or I have a -- whoever the tech</p> <p>14 is.</p> <p>15 HEARING OFFICER FONG: Oh, the -- oh, the tech himself</p> <p>16 will say that?</p> <p>17 THE WITNESS: Yeah.</p> <p>18 HEARING OFFICER FONG: Is -- has there ever been an</p> <p>19 occasion where the tech team lead reaches out to you and says,</p> <p>20 hey, so-and-so is working on a priority; let me send you</p> <p>21 somebody else over, or were -- or some -- or something to that</p> <p>22 effect?</p> <p>23 THE WITNESS: Not from the team lead, but there will be a</p> <p>24 communication from the tech to another tech, hey, can you come</p> <p>25 help me with this building? I got -- I'm working on this. Can</p>
<p style="text-align: right;">Page 328</p> <p>1 HEARING OFFICER FONG: Is there occasion where you have to</p> <p>2 call out the -- the team lead -- the maintenance team lead</p> <p>3 first to request maintenance assistance; has that happened?</p> <p>4 THE WITNESS: No, we just -- whoever's covering the floor,</p> <p>5 we just call them, but the maintenance is on a channel where</p> <p>6 all maintenance is listening.</p> <p>7 HEARING OFFICER FONG: I'm almost done. Thank you so</p> <p>8 much. You're doing a good job.</p> <p>9 THE WITNESS: Thank you.</p> <p>10 HEARING OFFICER FONG: You explained -- you -- you --</p> <p>11 you -- you testified -- explained earlier a little bit about,</p> <p>12 you know, on a day -- sometimes in terms of priority, like, if</p> <p>13 people don't -- I understood it as the maintenance is working</p> <p>14 on a prior priority, ordinarily, you would have to wait. Can</p> <p>15 you explain that a little bit further?</p> <p>16 THE WITNESS: Yeah. So if maintenance is working on an</p> <p>17 incident -- so we have a -- for example, a walkie incident that</p> <p>18 requires safety, and maintenance is working with them because</p> <p>19 maintenance is supposed to check any contact and making sure</p> <p>20 equipments are able to be used, that's higher priority than a</p> <p>21 conveyor that's not moving.</p> <p>22 Or when it comes to automation system, if it's something I</p> <p>23 can do, I would go over there, do it myself. Or automation --</p> <p>24 I could reallocate. So if a article is in a -- in aisle B, but</p> <p>25 it goes down, and I have that article in aisle A, I could</p>	<p style="text-align: right;">Page 330</p> <p>1 you help me with that call that just came in? And they'll --</p> <p>2 they'll respond.</p> <p>3 HEARING OFFICER FONG: And are you able to hear that --</p> <p>4 are you able -- able -- are you able to hear that -- the</p> <p>5 maintenance techs communicating with each other, are you able</p> <p>6 to hear that yourself?</p> <p>7 THE WITNESS: Yes.</p> <p>8 HEARING OFFICER FONG: Okay, let -- okay. All right. Of</p> <p>9 the warehouse people that you've -- that -- that you've been --</p> <p>10 that you've supervised over the years as a team lead, do you</p> <p>11 know if any of those have been promoted to either stock</p> <p>12 controller, clean -- recovery coworker, warehouse -- or -- or</p> <p>13 internal hauler?</p> <p>14 THE WITNESS: As in promoted? So we had a couple of them.</p> <p>15 Like, Joe Perth (phonetic) went to jockey driver. Javier</p> <p>16 just -- Javier Virgen Avila just went to maintenance. From a</p> <p>17 stock control aspect, we had Anibel Periera (phonetic) go to</p> <p>18 stock control, but he just recently --</p> <p>19 HEARING OFFICER FONG: I see.</p> <p>20 THE WITNESS: -- quit -- resigned. Yeah, so they're</p> <p>21 transitioning. They're going into different departments.</p> <p>22 HEARING OFFICER FONG: All right. Okay, I -- I -- I'm --</p> <p>23 thank you so much. I -- I don't have anything further. Mr.</p> <p>24 Petitioner may have -- Michael may have a few questions for</p> <p>25 you, okay?</p>

<p style="text-align: right;">Page 331</p> <p>1 THE WITNESS: Okay.</p> <p>2 MR. WEDEKING: Hey, Rey. Hey, man.</p> <p>3 THE WITNESS: Hey, Mike. How are you?</p> <p>4 MR. WEDEKING: I'm good.</p> <p>5 DIRECT EXAMINATION</p> <p>6 Q BY MR. WEDEKING: And is -- if one of your coworkers go to</p> <p>7 recovery, would you -- is -- is that a promotion?</p> <p>8 A Recovery as in fully reporting --</p> <p>9 Q Well --</p> <p>10 A -- or cross-training?</p> <p>11 Q When -- when the Hearing Officer asked you how many people</p> <p>12 get promoted to stock control, is that a promotion, stock</p> <p>13 control?</p> <p>14 A That would be a promotion.</p> <p>15 Q Okay, very well. You said that you work from 2 to 10</p> <p>16 p.m. -- 2 p.m. to 10 p.m.? Do your subordinates --</p> <p>17 A Yes.</p> <p>18 Q -- also work -- do your -- do your subordinates also work</p> <p>19 those hours?</p> <p>20 A Yes. 2 to 10:30. I'm -- I apologize.</p> <p>21 Q That's fine. When you said you reallocate things on the</p> <p>22 ASRS, if something's broken down, you -- you --</p> <p>23 A Yeah.</p> <p>24 Q -- you reallocate that. What -- what process -- like,</p> <p>25 describe reallocating. What -- what do you have to do to</p>	<p style="text-align: right;">Page 333</p> <p>1 A We did have some racking configurations, like, a year ago</p> <p>2 that -- that several coworkers helped maintenance team with.</p> <p>3 Q Yeah, I remem -- I remember that. What areas in building</p> <p>4 6 are -- are maintenance -- is maintenance-only areas?</p> <p>5 A Maintenance-only? Inside the cages, like inside</p> <p>6 automation?</p> <p>7 Q Yeah, is -- if that's what you would consider a</p> <p>8 maintenance-only area. Any -- anywhere --</p> <p>9 A Yeah, in -- inside the cage of automation, and the back --</p> <p>10 back of automation where you guys PM your shuttles and the TVs</p> <p>11 back there and stuff.</p> <p>12 Q Do general warehouse coworkers work in there? No, right?</p> <p>13 A No. No.</p> <p>14 Q Sorry, sorry. I'm relating to --</p> <p>15 A Oh, no. You're okay. You're okay.</p> <p>16 Q No, no, I -- I -- what about conveyor areas? Is there any</p> <p>17 conveyors in building 6?</p> <p>18 A Conveyor -- it -- areas what? I'm sorry, you're cutting</p> <p>19 out.</p> <p>20 Q Are there any conveyors in building 6?</p> <p>21 A Yes.</p> <p>22 Q Would those just be -- are those maintenance-only areas,</p> <p>23 too?</p> <p>24 A I wouldn't consider -- well, depends on what conveyors</p> <p>25 because if you're talking about the detachable ones in</p>
<p style="text-align: right;">Page 332</p> <p>1 reallocate?</p> <p>2 A So you'll just take the shuttle off of -- there's this two</p> <p>3 clicks, reallocate. It'll go to a different shuttle, and then</p> <p>4 the -- once you turn it back on, the shuttle will go through a</p> <p>5 process of rebooting itself, and then if it still has an issue,</p> <p>6 the maintenance tech can troubleshoot it once they're done</p> <p>7 doing whatever -- they get back to their post.</p> <p>8 Q So -- so you --</p> <p>9 A But yeah, we can -- oh, sorry. Sorry, Mike.</p> <p>10 Q No, you -- you --</p> <p>11 A Sorry.</p> <p>12 Q -- said a couple clicks. You do it with a computer?</p> <p>13 A Yeah.</p> <p>14 Q Very well. Are you familiar with CAFM?</p> <p>15 A No, we don't do -- I'm not familiar with it because we</p> <p>16 don't do the work orders.</p> <p>17 Q Very well. How -- how many times have you seen -- how</p> <p>18 many times has a coworker -- a general ware -- how many times</p> <p>19 have you seen a warehouse coworker turn a wrench?</p> <p>20 A I'm sorry, Mike. That cut out.</p> <p>21 Q How many times have you seen a general warehouse coworker</p> <p>22 turn a wrench?</p> <p>23 A An ops coworker turn a wrench?</p> <p>24 Q Yeah, one of your -- one of your guys. Anybody besides</p> <p>25 maintenance.</p>	<p style="text-align: right;">Page 334</p> <p>1 automate -- are in FedEx area, that they pull in and out inside</p> <p>2 the trailers, those are mostly ran by coworkers hooking them up</p> <p>3 in and out. But if you're talking about the conveyors like in</p> <p>4 the automation system itself, then I would say yes.</p> <p>5 Q Are there silo conveyors in building 6?</p> <p>6 A What do you mean silo conveyors?</p> <p>7 Q Pallet conveyors.</p> <p>8 A Are you talking about the ones that feed into building 5?</p> <p>9 Q Yes. Are those maintenance-only --</p> <p>10 A Yes.</p> <p>11 Q -- areas?</p> <p>12 A Yes.</p> <p>13 Q Okay. How many -- how many conveyor areas can -- have you</p> <p>14 ever worked in any other buildings? Are you familiar with the</p> <p>15 other buildings where you could testify to -- no?</p> <p>16 A No. I'm sorry.</p> <p>17 Q Think you could tell me -- all right.</p> <p>18 MR. WEDEKING: I think I'm done, Mr. Hearing Officer.</p> <p>19 HEARING OFFICER FONG: Thank you --</p> <p>20 THE WITNESS: Thank you, Mike.</p> <p>21 HEARING OFFICER FONG: -- so much.</p> <p>22 I don't have anything further, Reynaldo, so that being</p> <p>23 said, thank -- thank you so much for your time. We're --</p> <p>24 we're -- we're -- we're done with your testimony. Have a good</p> <p>25 evening, okay? Nice to meet you.</p>

<p style="text-align: right;">Page 335</p> <p>1 THE WITNESS: Okay. You --</p> <p>2 MR. WEDEKING: Thank you, Rey.</p> <p>3 THE WITNESS: -- guys, too. Thank you. Thank you.</p> <p>4 MR. HART: Thank you, Rey.</p> <p>5 HEARING OFFICER FONG: One second. One second.</p> <p>6 Madam Court Reporter, any questions from spelling for Mr.</p> <p>7 De Leon?</p> <p>8 THE COURT REPORTER: I was just going to ask -- Mr.</p> <p>9 Petitioner?</p> <p>10 MR. WEDEKING: Yes.</p> <p>11 THE COURT REPORTER: Did you say silo when you --</p> <p>12 MR. WEDEKING: Silo.</p> <p>13 THE COURT REPORTER: -- were talking about those</p> <p>14 conveyors?</p> <p>15 MR. WEDEKING: S -- S-I-L-O.</p> <p>16 THE COURT REPORTER: Thank you.</p> <p>17 MR. WEDEKING: Yep.</p> <p>18 HEARING OFFICER FONG: All right. Thank you so much,</p> <p>19 Reynaldo. You have a good evening.</p> <p>20 THE WITNESS: You, too. Thank you, guys.</p> <p>21 MR. WEDEKING: Thanks, Rey.</p> <p>22 MR. HART: Thanks, Rey.</p> <p>23 HEARING OFFICER FONG: Goodbye.</p> <p>24 Okay. I want to state on the record that for tomorrow,</p> <p>25 upon conclusion of the hearing, at least, you know, I sent an</p>	<p style="text-align: right;">Page 337</p> <p>1 Madam Court Reporter.</p> <p>2 (Whereupon, the hearing in the above-entitled matter was</p> <p>3 recessed at 5:27 p.m. until Friday, October 16, 2020 at 9:23</p> <p>4 a.m.)</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>
<p style="text-align: right;">Page 336</p> <p>1 email earlier as to the -- to the Employer -- the -- the</p> <p>2 Petitioner has indicated he's o -- okay with a mail -- mail</p> <p>3 ballot election, to the Employer indicated its -- its intent to</p> <p>4 go forward with a manual election, please be a little -- I sent</p> <p>5 an email as to the questions that -- that I'm going to ask</p> <p>6 tomorrow. Please be prepared to have those ready, at least --</p> <p>7 if not covered at the post-hearing briefs, at least in the last</p> <p>8 question about it within the last three months, how many COVID</p> <p>9 people have -- how many people have experienced COVID symptoms</p> <p>10 or been around someone who has or has been quarantined. Just</p> <p>11 read my email, please. I mean, I told again, and I emphasize</p> <p>12 it on the record that it -- I will need that information, so</p> <p>13 please try -- do -- do your best to -- to get that information</p> <p>14 for me, okay?</p> <p>15 That's it. We have one more witness tomorrow, I</p> <p>16 understand, right? The facility manager, Aaron Lucas. He'll</p> <p>17 be available in the morning?</p> <p>18 MR. HART: Yeah, we -- we -- we certainly have Mr. Lucas,</p> <p>19 who's going to be available in the morning. I believe that you</p> <p>20 had also asked for --</p> <p>21 MR. WEDEKING: There's a bad echo.</p> <p>22 THE COURT REPORTER: I'm -- I'm sorry. Ms. Nancy (sic),</p> <p>23 can you mute and turn your speakers off? Thank you.</p> <p>24 MS. INESTA: Sure, let me mute. Hold on.</p> <p>25 HEARING OFFICER FONG: Let -- let's go off the record,</p>	<p style="text-align: right;">Page 338</p> <p style="text-align: center;">C E R T I F I C A T I O N</p> <p>1 This is to certify that the attached proceedings before the</p> <p>2 National Labor Relations Board (NLRB), Region 31, Case Number</p> <p>3 31-RC-266527, IKEA Distribution Services, Inc. and United</p> <p>4 Maintenance Technicians of Tejon, at the National Labor</p> <p>5 Relations Board, 11500 West Olympic Boulevard, Suite 600, Los</p> <p>6 Angeles, California 90064, on October 15, 2020, at 10:10 a.m.</p> <p>7 was held according to the record, and that this is the</p> <p>8 original, complete, and true and accurate transcript that has</p> <p>9 been compared to the reporting or recording, accomplished at</p> <p>10 the hearing, that the exhibit files have been checked for</p> <p>11 completeness and no exhibits received in evidence or in the</p> <p>12 rejected exhibit files are missing.</p> <p>13</p> <p>14</p> <p>15</p> <p>16 </p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p> <p style="text-align: center;">CLAUDINE METOYER</p> <p style="text-align: center;">Official Reporter</p>