

## Lee C. Dudley

Candidate for Board Member At-Large

I am running for Board Member At-Large as part of the **Build Strong** slate of candidates. Many of you may know me as “Charlie” at work.

I have been part of the union movement much of my recent adult working life having begun with Local 88 at Multnomah County as a member of the Executive Board. During my time there under Presidents Becky Steward and Michael Hanna, I learned so much about negotiations with management. During the 2008 economic downturn, the County faced massive revenue shortfalls and HR wanted to layoff 350 Local 88 represented employees. We demanded under our contract terms information on the proposed layoffs and asked how many managers would be laid off. We discovered that over the previous 20 years Local 88 had taken over 80% of all layoffs. That was key to our negotiating a “span of control” agreement whereby any manager with fewer than 3 direct reports would be laid off instead of a union member and their staff reassigned to a new manager. That plus the membership voting in favor of furlough days saved most of the jobs slated for layoff. Our report on this effort can be read [ [HERE](#) ] if you are interested. It could serve the CPPW as a starting point for ideas if we face such budget constraint and layoffs in the future.

I have been part of the effort of getting the CPPW certified as a union at the City since June of 2022. I funded and built the website that we are currently using. I chaired the committee that drafted our recently passed Constitution & Bylaws. And I am the current treasurer of the Organizing Committee. I am committed to seeing us not merely gain a contract, but gain a contract with “teeth” so that when our members have a grievance, they cannot be given the run around by BHR; that when the union demands information there is no doubt we are entitled to it; that we have clear insight into budget and financial decisions by the City *before* they impact our members.

My hope in earning your vote is to continue the work that I’ve given to-date on this Organizing Committee; to ensure the continuity we have had on this Organizing Committee that has such a good working relationship and has accomplished so much so far. While I am hopeful for your vote so that I can keep working for our mutual benefit and a strong contract, I also want to call attention to our Build Strong slate running together:

Kari Koch, President

David James, Vice President

Christopher Gustafson, Treasurer

Jessica Irvine, Secretary

Kevin Block, Chief Steward

Annette Wood, Organizer

Jay Richmond, Board Member

I am proud to run with these members with whom I already work side-by-side. I hope to continue our momentum going into contract negotiations in the new year. Onward to a strong contract and a vibrant and effective union.

In solidarity,

Lee