



## MINUTES - CPPW Executive Board Meeting

Monday, March 4, 2024

6:30pm-8:00pm

### A. Call to Order: (Kari)

- a. **Time:** 6:35 pm
- b. **In attendance:** Kari Koch, Chris Gustafson, David James, Kevin Block, Jessica Irvine. Not in attendance: Jay Richmond, Lee Dudley, Kimberly Campbell-Groen, Annette Wood
- c. **Quorum requirement:** met

### B. Welcome and Introductions: n/a

### C. Committee/Officer Reports:

- a. **Secretary report:** (Jessica) Presentation of minutes for review and approval. Motion to approve minutes of 2/26/24 meeting. Motion carries unanimously
- b. **Admin report:**(Jessica, David)
  - i. **Insurance:** Jessica exploring aspects of coverage to answer questions from the board.
  - ii. **Lists and communications:** David presented the new structure of membership lists. Discussion of best way to manage information in Mailchimp, calendaring regular updates.
- c. **Stewards/Election:** (Kevin)
  - i. **Stewards:** attended Unions United meeting today (3/4/24); the point of the meeting is to ease the process of interviewing political candidates. Kevin requested that the EB consider the extent to which we want to participate in political activity this year. **Recommendation to participate in candidate interviews but not to endorse until there is a contract.** Kevin requested that the board discuss at the next meeting and come to a decision.
  - ii. **Cases:** Discussion of one open case in Parks, providing support to an employee group
  - iii. **Membership Blitz:** no new updates
  - iv. **CAT update:** Emails to interested volunteers went out over the weekend. Kevin is helping to troubleshoot issues that volunteers may be experiencing, planning a zoom textbank session, invitations pending.
- d. **Treasurer's Report:** (Chris)
  - i. **Balances:**
    1. \$500 in savings
    2. \$977.06 checking – slight increase due to aligning venmo accounts and approx \$150 in donations
  - ii. **Interim dues:** no new updates; follow up email should be sent to the City as next closing date for payroll is approaching.



- iii. **Budget Forecasting:** forecast complete, forecasting is dependent on interim dues; discussion of process of review when presented. Exact rules for reviewing will be researched and clarified.
  - e. **At Large Member reports:** (Jay, Kimberly)
    - i. **CPPW Calendar:** [CPPW Calendar](#) transition – no report
    - ii. **Office issues:** no report
    - iii. **Transition from Google Docs to One Drive update:** no report
    - iv. **CAT Update:** no report
  - f. **Bargaining report:** (Kari)
    - i. Bargaining Update:
      - 1. Bargaining was able to agree with the city on the following provisions on the first day of bargaining: preamble, savings clauses.
      - 2. Several other proposals brought to the table without being finalized.
      - 3. After learning that the city will only consider economic issues as a group, those proposals presented today will be bundled together with other economic proposals. Before re-presenting these proposals, the city will provide economic data. Bargaining to put in information requests to the city regarding economic data. Discussion of idea to enlist the expertise of Financial Analyst members to translate and understand city-provided economic information.
      - 4. Several topics were discussed without agreement: who is a member of the unit; strike and walkout provision. Other items being discussed: general leave, holiday, class-comp study. Bargaining team also worked on an 8 page document on bargaining nuts and bolts.
      - 5. City should have a response to some proposals by Thursday. City presented a grievance process proposal which will be examined in detail by bargaining and stewards.
      - 6. Based on today's progress, Bargaining is developing ways to gather information and make presentations that demonstrate the necessity of CPPW bargaining proposals, first up: Professional development. Bargaining to collect testimonies; Discussion of how best to roll out surveys to gather more member information for proposals. Kevin to connect David and Anamaria Perez to create a survey.
    - ii. SuccessFactors LMS Letter of Agreement proposal: tabled
    - iii.
- D. Old business:** (Kari)
- a. **General meeting recap:** not discussed
- E. New Business**
- a. **AFSCME meeting** – 3/14 meeting planning
    - i. Goal setting:
      - 1. hearing from AFSCME what their value proposition could be



2. Present stewarding scenarios to learn how they would approach member cases
3. Ask about partnership versus affiliation
4. Gauge how flexible leadership is
5. Describe what partnership would look like.
6. Compare/contrast contract differences and similarities

b. **PROTEC meeting** – 4/3 meeting planning – no planning

**F. Tabled items:**

- a. Health Care costs
- b. Org Charts
- c. Online membership cards
- d. Reimbursement of Connor
- e. Info sharing
- f. Process to track existing staff changes (reclassifications) and tracking the hiring around work that should be CPPW
- g. Elections

**G. Priorities and Good of the order sharing:**

- a. President/Kari: Bargaining on Thursday, communications/Mailchimp
- b. Treasurer/Chris: 990 filing
- c. Organizer/Annette: n/a
- d. Member at Large/Jay: n/a
- e. Secretary/Jessica: ongoing insurance troubleshooting, meet with Lee to resolve website issues
- f. Steward/Kevin: troubleshoot texting list issues, review HRAR, review grievance procedure
- g. Vice President/David: attend bargaining on Thursday, help with Mailchimp
- h. Member at Large/Kimberly: n/a
- i. Member at Large/Lee: n/a

**H. Announcements:** Bargaining resumes on Thursday, March 7 – TPB, Rm. 108, 9am-4pm

**I. Adjourn:** 8:00pm

Signed

*Jessica Irvine*

Jessica Irvine, Secretary