



## MINUTES - CPPW General Membership Meeting

Thursday February 29, 2024

5:30pm-7:00pm

Online

### A. Call to Order:

- a. **Time:** approx. 5:30 pm
- b. **In attendance:** 37 total;
  - i. Officers present:
    1. Kari Koch, President – facilitator
    2. David James, Vice President
    3. Jessica Irvine, Secretary (arrived late)
    4. Chris Gustafson, Treasurer
    5. Kevin Block, Chief Steward
    6. Annette Wood, Organizer
    7. Jay Richmond, Member At-Large
    8. Kimberly Campbell-Groen, Member At-Large (elect)
- c. **Quorum requirement:** met
- d. **Welcome and Introductions:** Minutes will be posted to Discord and later moved to the website. New general email address: [info@cppwunion.org](mailto:info@cppwunion.org). Call for communications volunteers.

### B. Committee/Officer Reports:

- a. **Secretary report:** Presentation of January 18, 2024 General Meeting minutes for review and approval. **Motion to approve minutes. Motion carries unanimously. Minutes accepted.**
- b. **Stewards/Organizing:**
  - i. **Merit Increases:** Addressed issues relating to merit increases and reiterated that City-approved increases apply to members.
  - ii. **Non-ADA exemptions:** Set to expire on or before 6/30/2024, extended by six months due to advocacy by CPPW. Telework: According to HRAR the teleworking is at the supervisor discretion. Talk to your supervisor now about an accommodation if you need it (especially if you have a good relationship with them) to reach a telework agreement
  - iii. **CAT- Contract Action Team update:**
    1. 3 trainings and signed dup 6 new CAT leaders
    2. Call for more to join, especially from bigger bureaus; If interested in joining, reach out to [Kevin Block](#) or Annette Wood.
  - iv. **Organizing Report:** Physical and digital CPPW “swag” is available – talk to fellow members about what is available and how to get it. To learn more or get swag, contact [Annette Wood](#).
  - v. **Treasurer’s Report:**
    1. **Interim Dues:** Still in process; There will be communication prior to first dues withdrawal (0.5%)
    2. **Donations always welcome** – see website for paypal and venmo links
  - vi. **At Large Member reports:** none
  - vii. **Bargaining report:** see below



**C. New Business:**

**a. Confirmation of new board members:**

**i. Member At Large, Position 3 vacancy:**

1. Process of filling this vacancy included sending out emails inviting applications.
2. Kimberly Campbell-Groen responded and is in a temporary position. **Confirmation vote at the March General meeting on March 28, 2024.**

**ii. Bargaining Team vacancies:**

1. Call for more members
2. Two new bargaining team members appointed by the Board per the Constitution, plus an alternate
  - a. Ana Maria Perez, BPS
  - b. Rachel Jamison, Water
  - c. Alternate- Jonathan Simeone, Parks

**iii. Member wins in February**

1. Fought and won to keep anti-worker language out of budget recommendations to council from BDS Budget Advisory Committee
2. CPPW also lobbied bureau leadership on scope creep and being mindful of how they give work to members
3. CPPW conducted a membership blitz by connecting with dozens of workers at 4 worksites resulting in 79 new card signing members
4. Reach out to Kevin or Annette if you'd like the union to come out and visit your work site.
5. Advocating to cap healthcare increases in the next fiscal year without losing any coverage
6. We participate in multiple City meetings advocating for CPPW members

**b. Bargaining update**

**i. Dates: March Bargaining meetings are scheduled for Mon, March 4**

**Efrom 9:00 AM- 4:00 PM in the Portland Building Room 108 and Thursday March 7 from 9:00 AM-4:00 PM at the same location;** 9 members and our lawyer are part of bargaining. Email

[Bargaining@CPPWUnion.org](mailto:Bargaining@CPPWUnion.org) if you would like to learn more or participate. **Bargaining is scheduled through the end of June but likely will go beyond that date.** If members have a policy being developed or researched, please share/connect with the Bargaining team to share testimony, which will take place during the bargaining process.

Once both sides come with an agreement during the bargaining, City Council and the membership must approve.

**ii. Open bargaining: Please attend any session you are interested in for as much or as short of time as your schedule allows. Make sure to**



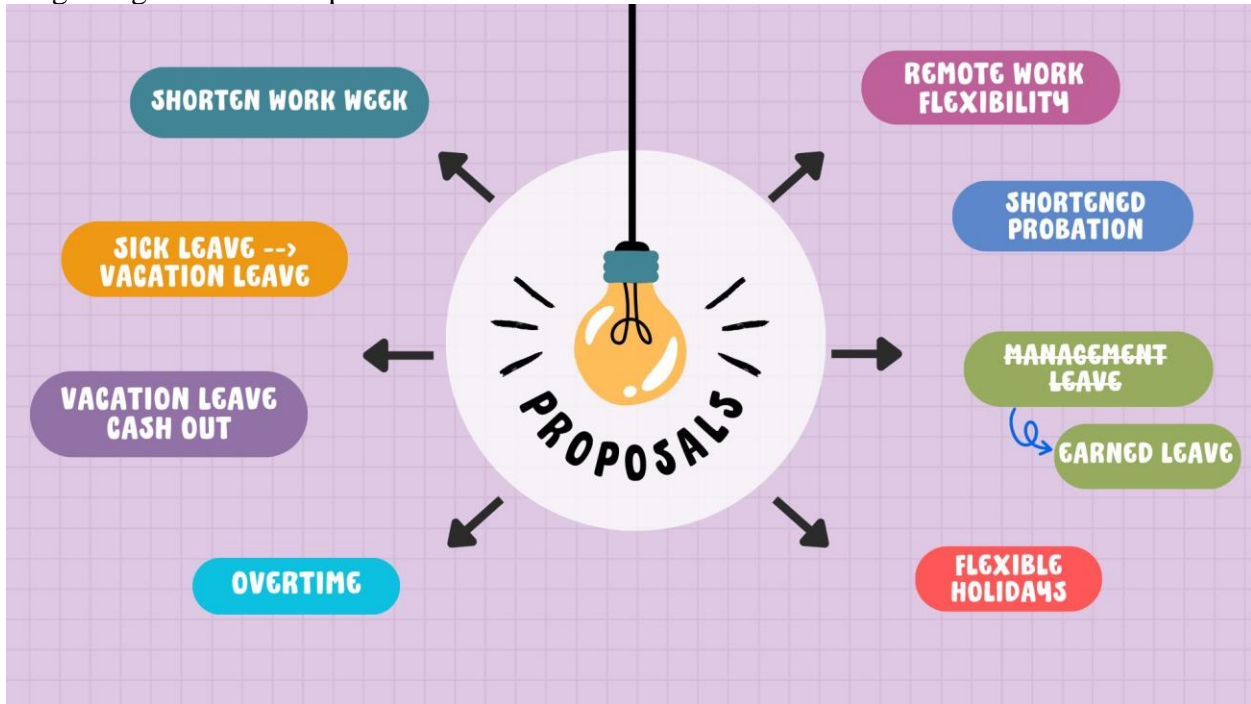
**flex time or use your break time when you attend.** Wear CPPW swag to show support.

1. **Accommodation requests:** Let us know if you want to attend and need accommodation. It is still unclear if a member must have an active BHR ADA status to have an accommodation request honored. If you are comfortable, please share the reason for the accommodation (information will be kept private and only be shared to a small group). If you email now, Bargaining will put you on a list to be contacted later and help you navigate the process.
- iii. **Bargaining Priorities:**
1. Overall Wage Goal is to get the most money for the most amount of people. Raises and COLAS are part of this year's negotiations. If we cannot get COLA and raises on July 4, we will have them retroactive in the contract. Advocating for guaranteed wage step increases
  2. Exploring wage scales and years of experience and how to structure pay. Step 1 is the minimum of how the scale is reflected. Considering other scenarios that are more equitable and are not dependent on supervisor discretion.
  3. Intention of creating more equity with regard to the wage scale.
- iv. **Top 10 Bargaining Priorities:** We have 10 things we are going to advocate for; can change based on feedback.
1. Shorten work week
  2. Sick leave
  3. Vacation time
  4. Vacation leave cash out
  5. Overtime
  6. Remote work flexibility
  7. Shortened probation
  8. Earned leave rather than management leave flexible holidays
- v. **Discussion of priorities. Members should look for a survey to check in on bargaining priorities.** Discussion about the difficulty of making institutional change and the importance of signing membership cards because it demonstrates commitment to the City of membership. Discussion of acting together and showing. **Current membership: 393, goal is 630.** Bargaining/Organizing will be sharing information later this month. QR code shared for quick access to membership page.
- vi. *Bargaining Q&A: Time was allotted to members to ask questions about bargaining. Members asked about items such as layoffs, coordinating communications, SuccessFactors, remote work, wage scales, and job classifications.*
- vii. **Focus groups:** not covered

**D. Adjourn: 6:51 pm**



Bargaining Priorities Graphic



Signed:

*Jessica Irvine*

Jessica Irvine, Secretary





Attendance:

