



MINUTES – CPPW Executive Board Meeting

Monday, February 24, 2025

6:30pm-8:00pm

- A. **Call to Order:** Kari Koch called the meeting to order
 - a. Time: 6:31 pm
 - b. In attendance: Kari Koch, Jessica Irvine, Chris Gustafson, Kevin Block, Annette Ramirez, Kimberly Campbell-Groen, Meg Wren
 - c. Quorum requirement: met
- B. **Welcome and Introductions:** none
- C. **Committees:**
 - a. **Minutes:** Presentation of minutes of 02-10-25 Minutes of the Executive Board Meeting for approval. **Motion to approve the minutes of the 2-10-25 Executive Board Meeting. Motion carries unanimously. (5 minutes)**
 - b. **Committee Reports:** Critical updates only (30 minutes)
 - i. Comms Intern update: discussed extending on a month to month basis.
 - ii. Board Recruitment: Timeline for filling Board Member 2 and 3 positions
 - 1. Deadline for nominations – March 14
 - 2. Announcement of Slate – March 18
 - 3. Vote of the General Membership – March 27 General Membership Meeting
 - 4. Call to board members to think of at least one member to reach out to before the next meeting on March 3.
 - iii. ULP debrief (5 min) - Hearing on Thurs/Fri last week. Kari and Kevin shared a report on the hearings. Process is ongoing.
 - iv. Elections Committee: Call for Elections Committee to reconvene and make a recommendation for a system to conduct in-meeting voting process/system.
 - v. Approval Doc (10 min) - Review and discussion of document and process. Kari and Jessica to finalize.
 - vi. Bargaining – 2 mediation sessions scheduled for 3/5 and 3/20.
 - c. **Treasurer’s Report and Budget Requests (10 minutes)**
 - i. Week three treasurer report – Savings \$21,041.49, Checking \$67,985.91, Legal Reserve \$34,410.37 - pending balance for 2/25/25.
 - ii. Strike Hardship Fund: Discussion about creating a savings account for strike hardship fundraising. **Motion to approve the creation of a separate account for hardship strike support funds. Motion carries unanimously.** Process for determining hardship is being drafted.
- B. **Old Business:**
 - a. **Finalize GM Meeting plans (20 minutes)**
 - i. Strike and Win presentation prep. Connor Anderson to present. Reminder to present the issue with care.



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- ii. Tech – Planning for presentation. Call to add pictures to the powerpoint from meetings this week. No CAT breakout.
 - b. Scope of Responsibility Follow Up: (10 minutes)** Feedback and discussion of document and organizational needs to identify capacity, gaps, coverage. Developed plan to revisit the document later and mapping exercise. **New Business:**
 - c. Membership/Organizing Check In (5 minutes)**
 - i. CAT team and Comms: Discussion about coordinating CAT work as union negotiations evolve.
 - d. Letter of Solidarity: See below (5 minutes).** Discussion. **Motion to adopt the letter in solidarity with immigrant siblings in our community. Motion carries unanimously.**
- C. Priorities and Good of the order sharing: (5 minutes)** for next meeting agenda.
- i. Annette – report on Organizing for Power progress
 - ii. Kevin – Strike presentation planning, meetings
 - iii. Kim – elections committee
 - iv. Kari – meetings, bargaining team prep for mediation
 - v. Meg – working on YM admin to get back end access
 - vi. Chris – Coordinate a visit to BRFS, work on incident command structure for striking
 - vii. Jessica – work on approval structure
- D. Upcoming Meetings:**
- a. Executive Board: 3/3, 3/10, 3/17, 3/24
 - b. General Membership Meetings: 2/27, 3/27, 4/24
- E. Adjourn: 8:09 pm**

Signed

Jessica Irvine

Jessica Irvine, Secretary

FOR REVIEW

CPPW EXPRESSES SOLIDARITY WITH IMMIGRANTS



The City of Portland Professional Workers Union Executive Board

As an independent union representing public employees at the City of Portland, we stand in unwavering solidarity with our immigrant union siblings, colleagues, neighbors, and community members during this time of fear and uncertainty. Recent Trump Administration executive orders and policy directives authorizing mass deportations undermine our union's values and threaten to do irreparable harm to our workplaces and our social fabric.

We see these attacks for what they are: racist attempts to profile and stigmatize a group of people who serve as scapegoats for those in power.

Portland is a city built on the hard work and resilience of immigrants from all backgrounds. Many Portlanders are immigrants and work to make the city that it is. As the front line of public sector workers, we are willing to fight to defend them. We proudly stand with the many immigrants in our ranks. Immigrants enrich our workplaces, strengthen our communities, and contribute immeasurably to the vibrant culture of our city.

We appreciate local and state leaders reaffirming our sanctuary laws. We condemn any policies or actions that seek to divide us, harm vulnerable people, or instill fear within immigrant communities. Deportation tears families apart. It is a nakedly racist attempt to disrupt communities and violate the basic human rights of individuals who deserve dignity and respect.

There is no room for racism in our union or the broader labor movement.

As public employees, we are committed to ensuring Portland remains a welcoming city for all. We will continue to support policies that protect immigrant rights, and we pledge to support immigrant union siblings, colleagues, neighbors, community members, and their families in every way we can. Whether through organizing, advocacy, or direct action, we will resist efforts to marginalize or harm any member of our community.

To our immigrant neighbors: You are not alone. We stand with you, shoulder to shoulder, in the fight for justice and equality. Together, we will continue to build a city where everyone can thrive, contribute, and feel safe.

In solidarity,
CPPW



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