

"I am Chris Humphreys."

In 2010, cops were called to do a welfare check on Aaron Campbell. Campbell was distraught and suicidal, because his brother had just passed away. The cops successfully talked Campbell out of his apartment. As he's standing in the parking lot, with his hands-up, Officer Ron Frashour, who arrived late on the scene, shoots him in the back. After a public outcry, Frashour is fired. But guess what? The case goes to arbitration and he's reinstated.

*So the system's rigged in the cop's favor?*

Basically. The arbitrators are allowed to consider how PPB disciplined cops in the past. Since no one ever gets fired, there's really no precedent for it. A new bill just passed the Legislature that's supposed to change what the arbitrator can consider, but who knows if it will really change things. The PPA is basically the shadow city government. Politicians and chiefs can play musical chairs, but nothing ever changes, because the PPA doesn't want it to. Politicians don't try real hard either, and a lot of them are in the PPA's back pocket.

*So politicians give them whatever they want?*

Basically. They have all kinds of shit in their contract, like Article 20.2 which states: "If the City has reason to reprimand or discipline an officer, it shall be done in a manner that is least likely to embarrass the officer before other officers or the public." Or Article 25.2, which lets cops who are fired get a lump-sum payment for all of their unused vacation time. Or 40.1, which lets you ride your cop motorcycle home. Most union contracts reflect the negotiation process. They are compromises between workers and employers. The City is the employer, but the PPA contract reads like it was written solely by the cops.

Before the uprising, community members were organizing to put pressure on the City to renegotiate the grievance and discipline sections of the PPA contract. The City and PPA are currently in contract negotiations. The PPA contract was set to expire on June 30th, but the City extended the contract (which is common during the negotiations) until January and agreed to give the cops a 2.9% pay raise with the extension (which is basically unheard of in contract extensions).

*What's the best way to get rid of the PPA?*

ABOLISH THE PORTLAND POLICE. NO COPS MEANS NO COP UNION.

# PORKLAND MAFIA

## ***WHAT IS THE PORTLAND POLICE ASSOCIATION?***



*What is the Portland Police Association?*

The Portland Police Association is the labor union that represents rank-and-file cops.

*Wait, cops have a labor union? But aren't they anti-union?*

Yes. Throughout history, cops and private cops, like the Pinkertons and Baldwin Felts, have been used to suppress worker organizing. For example, in 1897, nineteen unarmed miners were massacred by a sheriff's posse at the Lattimer Mine in Pennsylvania. In 1912, textile worker Anna LoPizzo was shot and killed by a cop named Oscar Benoit during the Bread and Roses strike in Lawrence, Massachusetts. During the 1934 textile workers' strike in South Carolina, deputies opened fired on picketing workers killing seven. Cops have never had workers' back. They've always been on the side of bosses and property owners. Except when it comes to their own bosses... But their bosses have a union too, the Portland Police Commanding Officers' Association. No other public sector supervisors are allowed to unionize. State law prohibits it. But apparently this does not apply to cops.

*So, cops are treated differently than other public sector workers?*

That's right. Cops are different from other public sector workers. Teachers and social workers can't kill you, but cops can (and get away with it).

*So what's this cop union do?*

Like all unions, they try to get good wages and working conditions. They also try to make sure that your boss can't arbitrarily fire you. All unions fight to make sure the rules are fair, but the Portland Police Association takes it a step further. They have contract protections that make it impossible for pigs to get disciplined or fired. Or if they do get fired, they appeal it to an arbitrator and it gets overturned. Then, the city has to rehire the pig and pay all of their legal expenses.

*Who makes these rules?*

They are negotiated. Labor unions negotiate collective bargaining agreements (AKA contracts) with their employers that spell-out their wages, hours, working conditions, and so on. If the employer violates the rules in the contract, the worker(s) and their union can file bargaining agreements (AKA contracts) with their employers that spell-out their wages, hours, working conditions, and so on. If the employer violates the rules in the contract, the worker(s) and their union can file something called a grievance. The grievance goes up through the boss hierarchy and depending upon the rules agreed to

in the contract, it can go to arbitration. Arbitration is a process that's spelled out in Oregon public employee labor law that allows an arbitrator to play the role of judge and decide whether the boss violated the rules of the contract or other workplace policies when disciplining or firing someone.

*So cops get fired and the union takes it to arbitration and it gets overturned?*

Yes, it always gets overturned. Here's some examples:

In 1985, Gary Barbour murdered Lloyd "Tony" Stevenson. Stevenson had gone to a convenience store near his house and fight broke out when someone tried to rob it. Stevenson was helping to de-escalate the situation. The cops show-up and immediately put Stevenson, the only Black man at the store, in a chokehold. Barbour, of course, was never held accountable, but Chief Penny Harrington banned the use of chokeholds. On the day of Tony Stevenson's funeral, the PPA made t-shirts with a smoking gun that said "Don't Choke 'Em, Smoke 'Em." The PPA pigs that made the shirt, Richard Montee and Paul Wickersham, were fired. But guess what? An arbitrator reinstated them. They then tried to file a civil rights suit against the city, with the help of the PPA.

In 1993, Officer Douglas Erickson fired 27 shots at Gerald Gratton's back as he was getting off the #4 bus. Gratton had gotten into an argument on the bus. He had a gun in his waistband, but had never pulled it out. Only 3 of Erickson's bullets hit Gratton, and luckily, he survived. Erickson was fired, but guess what? He was reinstated in 1995 after an arbitrator ruled in his favor.

In 2006, Lt. Jeffery Kaer got a call from his sister who was worried about a car parked in front of her house in Alameda. Kaer was not even assigned to work in Northeast Portland, but he drove over anyway and found Dennis Lamar Young asleep at the wheel. Young started to drive away from Kaer, but Kaer shot and killed him. Kaer was fired, but the piggy union appealed to an arbitrator, and guess what? Kaer got reinstated.

In 2009, Officer Chris Humphreys arrived to arrest a 12 year-old black girl on a MAX platform in East Portland. During the arrest, Humphreys shot the girl with a beanbag shotgun. Humphreys was one of the cops who beat James Chasse to death in 2006. The Portland Police Association organized a march to city hall in response to public outcry. The union even printed hundreds of shirts that said