

CPPW makes the following proposal on Existing Conditions on June 7, 2024.

ARTICLE X - EXISTING CONDITIONS

1. No member of the bargaining unit shall suffer a reduction in salary or economic benefits as a result of this Contract except as a result of mutual agreement as described in paragraph 2.
2. Changes in existing conditions of employment adopted by the City of Portland relating to wages, hours and working conditions shall be subject to mutual agreement of the parties before becoming effective. Such mutual agreement shall be expressed in writing and signed by the parties to this Contract.
3. **Policy Changes.** The City agrees that it will provide the opportunity for review and comment by the Union prior to implementation of any major changes to City policies.