



November 21, 2024

CPPW

General

Membership

Meeting

Convened at 12:00 pm

# AGENDA

- Highlights
- Committee Updates including Bargaining
- Action



# Highlights

- Back Pay Victory!
- New Intern to help with communications work!
- October 30th Event – You build power through event turnout!



# Committee Reports



# Secretary's Report

- Executive Board to review minutes from the October 24, 2024 General Membership Meeting.
- Executive Board to approve as presented or with corrections.
- Proposals by Executive Board for any new business.
- **Motion to approve minutes of the October 24, 2024 General Membership Meeting. Motion carries unanimously**

# Finances – Oct Income Statement

## Revenue

Dues	\$ 17,159.15
Interest	\$ 1.09
Total Revenue	\$ 17,160.24

## Expenses

Legal	\$ 9,042.80
Other	\$ 2,241.66
Total Expenses	\$ 11,284.46

Net Income \$ 5,875.78

# Finances – Oct Cash Flow Statement

<b>Starting Cash</b>	
Savings	\$ 12,160.89
Checking	\$ 35,768.94
Total Starting Cash	\$ 47,929.83
<b>Cash Inflow</b>	
Cash from Ops	\$ 17,159.15
Cash from Inv	\$ 1.09
Total Cash Inflow	\$ 17,160.24
<b>Cash Outflow</b>	
Legal Expenses	\$ 9,042.80
Other Expenses	\$ 2,241.66
Total Cash Outflow	\$ 11,284.46
<b>Net Cash Inflow</b>	<b>\$ 5,875.78</b>
<b>Ending Cash</b>	
Savings	\$ 13,019.64
Checking	\$ 40,785.97
Total Ending Cash	\$ 53,805.61
<b>End - Starting Cash</b>	<b>\$ 5,875.78</b>

# Finances – Oct Balance Sheet

## **Assets**

Cash	53,805.61
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Total Assets	53,805.61

## **Liabilities**

Legal Reserve	17,217.64
Other	8,209.00
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Total Liabilities	25,426.64

## **Member Equity**

Member Equity	28,378.97
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# Finances – Budget and Upcoming Expenses

## **Nov Proposed Budget**

Admin – 10%

Legal – 60%

Personnel – 10%

Organizing – 10%

Savings – 10%

## **Key Expenditures**

Your Membership - \$5425

T-Shirts - \$1200

Strategy Retreat - \$400

# Stewards

Training of new stewards has commenced!

Swear in New Stewards!

New Stewards Myrna Ortiz and Jed Arkley were sworn in

# Stewards

## Oath:

I agree to fulfill the union's duty of fair representation to every member of a represented bargaining unit, without exception. I recognize as a steward that I am the face of the union and I agree to carry out my role and responsibilities in a responsible, knowledgeable, and effective manner. I agree that I will deliver to the executive board all books, papers, and other property of this union which are in my possession when my position as a steward has ended or upon request.

# Stewards

5 Minute Training Time:

What is a Supervisor?!?!

- CPPW members are often management adjacent and team leads, but that does not mean we are "Big S" Supervisors

## Supervisor

- Has hire/fire discipline/promote or assign work authority
- Is primarily responsible for management work

## Union Lead

- Does not have hire/fire or significant discipline ability
- Primarily coordinates tasks, ensures workflow, and provides technical expertise

# Organizing

- Registration for Organizing For Power (O4P)
  - A six-week course, composed of weekly sessions from February 13 to March 20, 2025. Sessions are Thursdays from 5-7pm.
  - Over the six weeks, we will learn the following core fundamentals of organizing:
    - leader identification
    - semantics
    - structured organizing conversations
    - charting
    - structure tests
- Email [Organizer@CPPWUnion.org](mailto:Organizer@CPPWUnion.org) if you would like to sign-up!

# Organizing

Contract Action Team!

Interested in joining CAT? Email  
[organizer@CPPWUnion.org](mailto:organizer@CPPWUnion.org)

RSVP Now!

# Bargaining - TAs

- We are making progress – a new contract is slow but steady
- Tentative Agreements at the last sessions:
  - Reasonable suspicion of drug and alcohol use – protecting members in the event of a test;
  - Data Breaches – increased protections for members in the event of a data breach;
  - Health & Life – Secure 6% contribution from the City for PERS, add CPPW to Labor Mgmt Benefits Committee where decisions are made (currently do not have a voice);
  - Probation – Maintain existing parameters;
  - Recognition – CPPW is our union & even if our job titles or classifications change but the work stays the same, we stay in the union.

# Bargaining - Economics

This is an evolving process to secure Clear & Consistent Compensation.

The City created a mess with our current classification system. We are working to lock in protections and wage increases for members, while we work out the class mess:

- Requirement that the City bargain any outcomes of the current class comp study with us;
- Develop a wage step system to match the new classification system as a part of bargaining Contract 2;
- Meanwhile, guaranteed wage increases & COLAs across the membership in Contract 1;
- Premium pays;
- Vacation cash out.



# Bargaining - Economics

Curious about costs?

We are not bankrupting the City! Not by a long shot.

Our asks are reasonable, clear, and consistent.

This is the big topic at the next session!

**Nov 25 - Bargaining Session – 10am-4pm (ish) - You should come!**

- City has committed to respond to our economic package
- City's class comp and CPPW treasurer will be there to talk costs

# Bargaining – Work Location

## **Work Location (ie, remote work, hybrid, etc)**

This has been a top issue for members – flexibility! Not everyone works hybrid, but the vast majority of the members are, those that aren't still want flex time flexibility!

This is complicated because the City does not have to negotiate this with us – it is not a 'mandatory subject of bargaining.'

- The City has taken a very hard line on this and we've heard lots from the Mayor Elect about return to full time in person. This is concerning!
  
- CPPW current counter-proposal:
  - Hybrid is the standard and alternatives are based on program need,
  - Existing fully remote positions are protected,
  - Create appeal process for member/Sup disagreement about work location for program need,
  - Create a process for any worker to apply to change their work location.

# Actions!

## Nov 25 – Bargaining Day

- 10am – 4pm, but keep an eye on your emails and the discord for a heads up on when the economics conversation will happen.
- Portland Building, Room 108
- Wear your colors, update your screens!



# Sign Your Union Card!



# Attendance

Meeting adjourned  
at 12:55 pm

35 attendees at  
12:00 pm  
97 at 12:10 pm  
107 at 12:30 pm

