

CPPW BARGAINING TIMELINE

OUR PATH TO A STRONG, FIRST CONTRACT!

PREPARE FOR BARGAINING

CPPW surveyed members to establish contract priorities. Both sides built bargaining teams and met to determine ground rules. We fought for open bargaining and won – you can attend any session!

DIRECT BARGAINING

Parties meet to review proposals with a legal obligation to bargain for at least 150 days in attempt to reach an agreement. We've passed the 150 days.

WE ARE HERE

MEDIATION

If the parties do not reach agreement after 150 days, either party can initiate the mediation process. Mediation lasts a minimum of 15 days.

IMPASSE

If an agreement isn't reached during mediation, either party can declare an impasse. Within 7 days of impasse, both parties must submit their final contract offers to the mediator.

COOLING OFF PERIOD

A 30-day cooling off period follows the publication of the final offers. During this time, the parties may continue to resolve disputes.

CPPW CAN STRIKE

If no agreement is reached to this point, the City can implement its final proposal without union approval. And, CPPW can strike to demand a better contract than the City's final offer.

- **Tentative Agreement** can be reached at any time. Then, City Council and CPPW card-signed members will vote to ratify or reject the contract.
- A **Strike Authorization Vote** can happen at any time. CPPW card-signed members vote to authorize a strike. This puts the City on notice that we are ready and willing to walk! And, this gives the Bargaining Team and the Executive Team the right to call a strike if needed within the legal timelines.