



City of Portland
Professional Workers Union

January 9, 2025

Meeting will begin at 12:00pm



AGENDA

Kari Koch convened the meeting
at 12:03 pm. For attendance,
see last slide

Highlights

Committee Updates

Contract Updates & Actions

Solidarity Action Today



Highlights

2024: Year 1

CPPW in 2024

CPPW Members turned up big in 2024 for the fight for our first union contract!

400+

Members attending bargaining info sessions

\$4000

Recovered in unpaid wages

210

People took direct action in solidarity with CPPW members

224

Members showed up to support bargaining sessions in-person

We also took some huge steps in becoming a union:

- Electing our first Executive Board
- Began bargaining with the City
- Reached Tentative Agreements on 11 articles
- Filed our first unfair labor practice to hold the City accountable for treating our members fairly



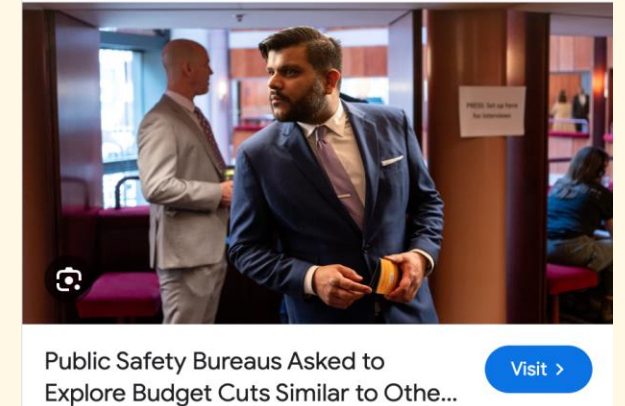
Highlights – When we Fight, we Win!



Worker wave of action:
Don't change our working
conditions without our consent



Worker Budget
Guidance 2025



Council listens to our
guidance

Committee Updates

- Secretary's Report:
Presentation of minutes from November General Meeting for board approval
- Treasurer's Report:
current finances
- Stewards: Workplace updates

Motion to approve the minutes of the November 21, 2024 General Meeting. Motion carries unanimously.



Finance – 2024 Income Statement

Revenue

Dues	\$ 166,041.25
Donations	\$ 1,776.33
Interest	\$ 7.11
Total Revenue	\$ 167,824.69

Expenses

Legal	\$ 75,775.20
Other	\$ 21,572.88
Total Expenses	\$ 97,348.08

Net Income \$ 70,476.61



Finance – 2024 Cash Flow Statement

Starting Cash

Savings	\$ 1,290.52
Checking	\$ 299.22
Total Starting Cash	\$ 1,589.74

Cash Inflow

Cash from Ops	\$ 166,041.25
Cash from Donationws	\$ 1,776.33
Cash from Inv	\$ 7.11
Total Cash Inflow	\$ 167,824.69

Cash Outflow

Legal Expenses	\$ 75,775.20
Other Expenses	\$ 21,572.88
Total Cash Outflow	\$ 97,348.08

Net Cash Inflow \$ 70,476.61

Ending Cash

Savings	\$ 17,360.19
Checking	\$ 54,706.16
Total Ending Cash	\$ 72,066.35

End - Starting Cash \$ 70,476.61



Finance – 2024 Balance Sheet

Assets

Cash	72,066.35
Total Assets	72,066.35

Liabilities

Legal Reserve	24,923.79
Other	3,785.00
Total Liabilities	28,708.79

Member Equity

Member Equity	43,357.56
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Finance – 2024 Budget and Upcoming Expenses

January Proposed Budget

Admin – 10%

Legal – 60%

Personnel – 10%

Organizing – 10%

Savings – 10%

Key Expenditures

T-shirts - \$2800

Your Membership - \$485

Unfair Labor Practice - \$20K - \$30K

Mediation - ?



Organizing

Jan 14: Day of Visibility

- **Wear union colors** – Tshirts are available!
- Change your digital backgrounds and pic
- Post pics on social media, tag #CPPWunion



10-4: Bargaining in 1900 Building

11-1pm: Coffee & Donuts in 1900 Building

1900 SW 4th Ave – check discord for room #

Organizing

Discord:

- We can speak freely
- Ask questions
- Have discourse about important topics
- Get in-the-moment updates

the-watercooler | Open discussion about our work lives, social lives ...

1 1

(User) 12/5/24, 10:32 AM
yeah i think as a membership we gotta talk these kinds of things through so i dont thin seeming like a jerk, your thoughts are appreciated

100 3 1

(User) 12/5/24, 10:34 AM
The problem with the current step system approach is that the city created a huge me secret “sub-families” within each classification. We didn’t learn this until recently. The happening will hopefully give us the vehicle to fix it, but right now a step system is basi it is such a fucking mess and there is no way to quickly or easily fix it. We are creating a agree on moving toward the step system after we are able to negotiate a reclassification

4 2

(User) 12/5/24, 10:36 AM
Thank you [redacted] - I didn't realize that. Is the sub-family the same as a deep class (like different? can you explain that a little?)

100 1

(User) 12/5/24, 10:36 AM
The #1 goal for this contract is clear and consistent compensation, and the current en

Stewards Corner

- First ULP hearing will be in February
- **VISIBILITY DAY**
- Steward training will continue this year, but right now the priority is the Contract Action Team (CAT)
 - If you are interested in joining, please email:
 - ContractAction@cppwunion.org



Stewards Corner

Last Name	First Name	Service Area	Bureau
Anderson	Connor	City Operations	Technology Services
Arkley	Jed	Vibrant Communities	PP&R
Block	Kevin	C&E Development	Planning and Sustainability
Broussard	Joel	Vibrant Communities	Children's Levy
Gustafson	Chris	C&E Development	Housing
Munch	Nick	Budget and Finance	OMF-CAO Business Operations
Ortiz	Myrna	Public Safety	PPB
Kopesky	Britton	Public Works	BES



LMBC/Health Care

- Healthcare Plans Costs have gone up significantly
 - Unions and the City are working to figure out how to manage and mitigate these costs that healthcare companies are passing on to us as consumers.
- Need to build up our reserves
 - This allows us to be less impacted by fluctuations. Current reserves have been used up over past few years.
- The current surcharge sunsets June 30, 2025
 - Future costs will be different than that emergency surcharge.
- We will share more information as it's available



Contract Updates

11 Articles Agreed on:

- Grievance Procedure to hold the City accountable
- Discipline & Discharge to strengthen protections for us
- Health Insurance to make sure the City continues to cover 95% of coverage costs



Contract Updates

We are going to mediation but are not in it yet.

- This is an important escalation & gives us more tools to push for the City to settle this contract.
- Dates are requested but TBD.

We are still in active Direct Bargaining.

- We can (& will try to!) make tentative agreements.



Contract Updates

It is time to show the City that we want a strong contract, and we want it now.

- Sign your card!
- Be Visible! (Jan 14!)
- CAT is organizing events & action – for ex, invite us to a Lunch & Learn to talk about the Contract!

Every single union member to take at least 1 action this month for the Contract.

Our Contract Priorities

We need a contract that offers:

- **Clear and consistent compensation** - not the system we have now where we are the first ones to get passed over for raises.
- **Respect and Protections** - not the system we have now where we are the easiest staff to lay off and use to fix budget gaps.
- **Flexibility** - not the system we have now where the flexibility you have is entirely based on your supervisor.
- **A Voice** - not the system we have now where decisions are made without our input or where our input is taken but not acted on.

The only way we get these things is by signing our union cards, working together, and showing the City that we matter.



AFSCME 189 Practice Picket – Today, January 9 5PM – 7PM @ Portland Building



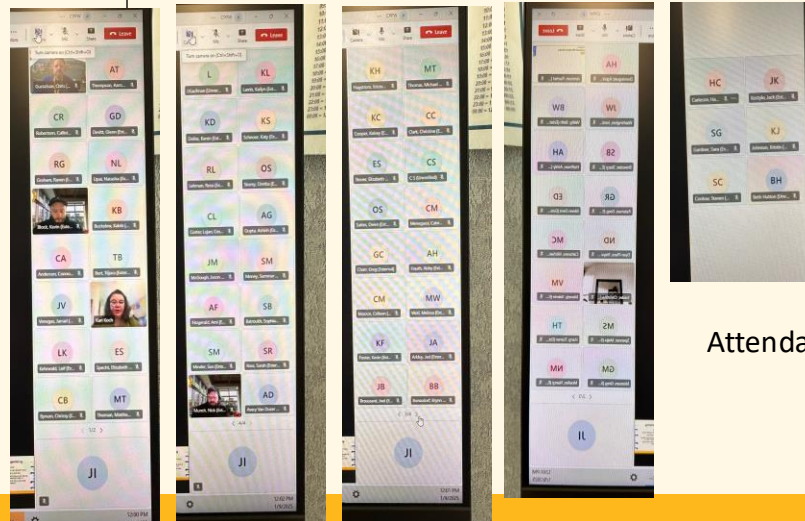


City of Portland
Professional Workers Union

Signed
Jessica Irvine
Jessica Irvine, Secretary

When we fight, we win!

Happy New Year!



Attendance: 73 present when convened; 111 at 12:23

