



City of Portland
Professional Workers Union

January 30, 2025

Meeting will begin at 12:00pm



AGENDA

Highlights

Exec Team Updates

Organizing

Stewards – Strike Support

Contract

Q&A



Highlights

- Welcome new Organizing Intern, Jenny!
- Advocated with Councilman Zimmerman about the Worker's Budget Guidance and opposed staff cuts.
- Met with DCA Jonah Biery to get his run down of the budget and push back on the content coming out of the City Administrator's office in recent weeks.
- Spoke out at District 3 Town Hall to push Council to settle this contract and avoid cuts to the essential services we provide



*CPPW Members Caryn Brooks (BES) & Stacy Brewster (PBOT)
at the District 3 Town Hall*

Executive Team Updates

- Secretary's Report:

Presentation of minutes from January 9 General Meeting for board approval

- Find all previous minutes from General Meetings on our website: cppwunion.org
- Letters of Solidarity



Organizing

CPPW at City Council

Turn out in blue & gold to support your fellow workers giving comment at Council about our union, our essential work, and our contract.

Wed, Feb 5

9:30 am (arrive at 9am to get seats)

1221 SW 4th Ave, 2nd floor

Contract Action Team Lunch Meetings

Starting Wed, Feb 12

Every other Wed at noon

Via Teams

CPPW Happy Hour Calendar

February

6

**Happy Hour
@ White Owl Social Club**

1305 SE 8th Avenue
5:30 - 7:30

March

13

**How to Strike and Win
Happy Hour @ Bye & Bye**

1011 NE Alberta Street
5:30 - 7:30



April

10

**Happy Hour
@ My-O-My**

8627 NE Sandy Boulevard
5:30 - 7:30

May

8

**How to Strike and Win
Happy Hour @ 5 & Dime**

6535 SE Foster Road
5:30 - 7:30



Hosted by your Contract Action Team (C.A.T.)
Reach out at contractaction@cppwunion.org



Stewards Corner – Strike Support Edition

- Question: Are we going on strike if AFSCME and DCTU go on strike?
 - Answer: CPPW is on a different timeline than AFSCME and DCTU. We, most likely, won't legally be able to go on strike while they are striking due to this timeline difference. Also, we are still making progress at the table.



Stewards Corner – Strike Support Edition

- Question: Can we join our labor siblings on the line?
 - Answer: **Yes**, we can and do plan to join our striking coworkers on the picket line **OFF THE CLOCK**. Keep an eye out for opportunities to join your fellow CPPW members in supporting our labor siblings.
 - Side-Answer: It's cold in February, handwarmers, coffee, and food are always welcome on any picket line.



Stewards Corner – Strike Support Edition

- Question: Do I have to do my striking co-workers job?
 - Answer: Because CPPW doesn't have a contract yet and almost all our classifications have a line that says "other duties as assigned" we can't decline to perform duties when we are asked.
 - **However**, if you feel that you will perform the job poorly, inform your supervisor in writing. This will help protect you from discipline related to poorly performing duties you don't regularly perform.
 - It is ok to ask for training or guidance in prioritizing your work.



Stewards Corner – Strike Support Edition

- Question: Do I have to cross the picket line?
 - Answer: Because CPPW doesn't have a contract yet and almost all our classifications have a line that says "other duties as assigned" we can't decline to perform duties when we are asked.
 - If it is unsafe for you to cross a picket line, inform your supervisor immediately. Your employer can't make you do something that will directly lead to your physical harm.



Stewards Corner – Strike Support Edition

- Odds and ends

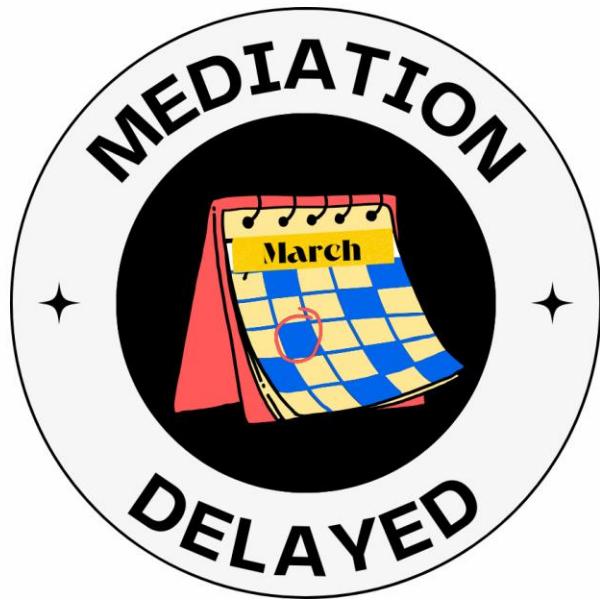


LMBC/Health Care

- Healthcare coverage at the City of Portland is not negotiated at the bargaining table. Plans are developed at the Labor Management Benefits Committee and brought to Council for final decision. This is a weak system for labor but the current standard citywide.
- Increasing healthcare costs are part of the overall economic situation for the City.
- Costs are still being negotiated and debated.
- CPPW looking at: how can we avoid dramatic increases & equity in increases.



Contract Updates



- **Mediation Delayed:** Until when is not totally clear. Possibly March.
- **Employment Relations Board is wildly understaffed:** Our mediation schedule is with the same mediators as all the other public sector unions. Possible or actual strikes delay us because the priority for the State is to avert a strike.
- **Ramp Up:** This delay means that when mediation starts we will need to be pushing hard on the City to settle this contract quickly! The City will keep dragging their feet until we force them to get this done!
- **Want details:** All the articles are on the website.

Opportunities

CPPW at City Council

Turn out in blue & gold to support your fellow workers giving comment at Council about our union, our essential work, and our contract.

Wed, Feb 5 at 9:30 am (arrive at 9am to get seats)
1221 SW 4th Ave, 2nd floor

District Town Halls

Date & Location Details on the CPPW website.

Show up in blue & gold to make a comment, ask a question, or just be a visible CPPW member! We will provide some quick talking points to help structure your comments.



Q&A



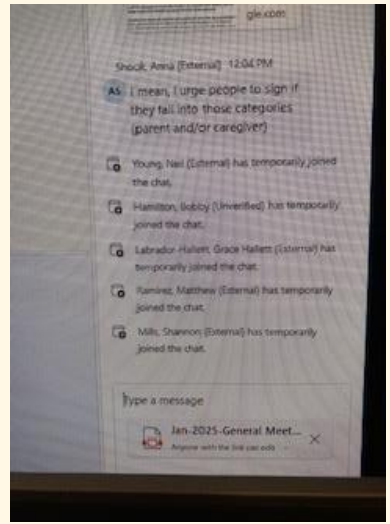
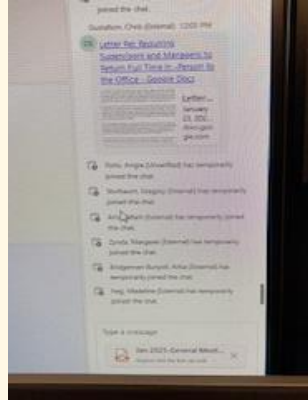
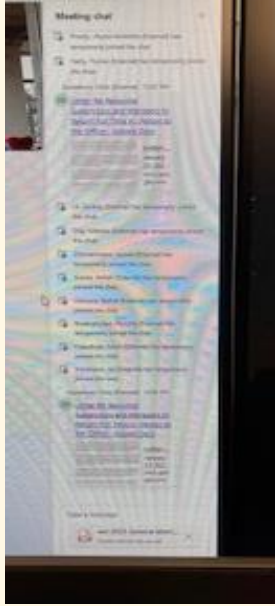
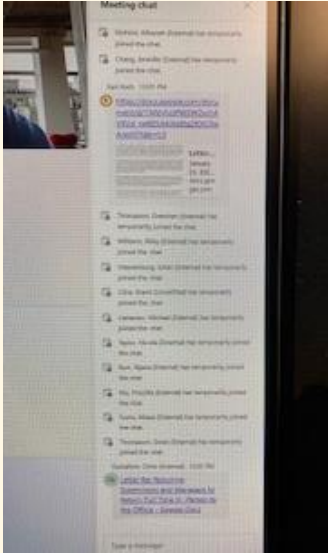


City of Portland
Professional Workers Union

**When we fight,
we win!**



Attendance



Attendance

