



City of Portland
Professional Workers Union

February 27th, 2025 - MINUTES

Meeting will begin at 12:00pm



AGENDA

Highlights

Exec Team Updates

- Admin
- Financial
- Bargaining
- Stewards
- Organizing

Upcoming Events



Highlights

- **Packed Chambers at City Council.** Spoke about settling our contract & our jobs as essential workers.
- **Met with Council President Pirtle-Guiney** about union priorities, focused mainly on not increasing healthcare costs.
- **Letter to Council & Mayor** about Budget – 6000 workers strong – Do Not Balance the Budget on the Backs of the Staff.



From left, Mayor Keith Wilson, City Administrator Michael Jordan, and all twelve members of Portland's City Council listen to testimony from City of Portland Professional Workers Union members, Feb. 5, 2025, Portland, Ore.

Anna Lueck for OPB

Highlights

- **Unfair Labor Practice Hearing** to fight unjust layoffs of 3 workers.
- **Comms Staff Organizing** in advance of the Comms Summit today – collaboration between CPPW & PROTEC17. Letter to City Admin with our concerns, met w MJ, & union visibility at the Summit.
- **CPPW Loud & Proud at the District 3 Town Hall** with the message – invest in your workers!



CPPW Members at the District 3 Town Hall

Executive Team Updates

- **Secretary's Report:** Presentation of minutes from January 30, 2025 General Meeting for board approval

Find all previous minutes from General Meetings on our website:
cppwunion.org

- **Two Executive Board At-Large Positions open.**

Nominations open until March 14, vote to happen at March General Meeting.

Particularly looking for tech skills, political advocacy experience, and/or communications skills, but all nominations are welcome.



Financial Report – Income Statement

Revenue

Dues	\$ 18,138.65
Donations	\$ -
Interest	\$ 1.53
Total Revenue	\$ 18,140.18

Expenses

Legal	\$ 6,601.00
Other	\$ 4,571.43
Total Expenses	\$ 11,172.43

Net Income	\$ 6,967.75
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Financial Report – Balance Sheet

Assets

Cash	79,034.10
Total Assets	79,034.10

Liabilities

Legal Reserve	30,855.98
Other	3,743.00
Total Liabilities	34,598.98

Member Equity

Member Equity	44,435.12
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Financial Report – Cash Flow Reconciliation

Starting Cash

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

Cash Inflow

Cash from Ops	\$ 18,138.65
Cash from Donationws	\$ -
Cash from Inv	\$ 1.53
Total Cash Inflow	\$ 18,140.18

Cash Outflow

Legal Expenses	\$ 6,601.00
Other Expenses	\$ 4,571.43
Total Cash Outflow	\$ 11,172.43

Net Cash Inflow \$ 6,967.75

Ending Cash

Savings	\$ 19,175.59
Checking	\$ 59,858.51
Total Ending Cash	\$ 79,034.10

End - Starting Cash \$ 6,967.75



Financial Report – Budget & Upcoming Expenses

- **February 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 - ?



Bargaining

Mediation Sessions:
March 5 & 20

Mediation Sessions are closed, so get on the discord to get quick updates.

We'll know more at the next General Meeting on March 27



*CPPW Bargaining Team in Negotiations with
CPPW members present in support.*

Stewards Corner – Strike Edition

Content Acknowledgement



Stewards Corner – Strike Edition

- **What we will discuss:**
 - Why strikes are important
 - How public sector strikes are different from private sector
 - What official steps we need to take to go on strike
 - How to prepare for a strike
- **What we won't discuss:**
 - Specific strategies
 - Specific dates
 - Specific places

A CPPW TAKE ON THE

LABOR NOTES GUIDE

HOW TO
STRIKE
AND WIN



Based on [“How to Strike and Win: A Labor Notes Guide”](#)



WHAT IS A STRIKE?

Withholding your labor is the most powerful tool you have.

The City **cannot function without you**—your work keeps everything running. A strike forces the City to recognize your power.

A strike proves that workplace is not a dictatorship—power at work belongs to you, too.



WHY STRIKES ARE IMPORTANT

Negotiations are about power. The City holds power, but your labor is its foundation.

Without you, nothing moves.

A credible strike threat forces the City to take you seriously—power concedes nothing voluntarily.



PUBLIC SECTOR STRIKES

Public sector strikes follow legal steps set by state law.

In Oregon, the law sets the rules—but when the time comes, workers make the strike powerful.

Leverage in a public sector strike is in halting operations and in public opinion (as opposed to private sector, where it is withholding production for profits)



TIMELINE

Foundation

Kick-off

Escalation

Strike Prep

STRIKE!

Resolution

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.

City of Portland Professional Workers



- 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.



HOW STRIKES WIN

Your strike must be impossible to ignore. City leaders must feel the crisis. Effective strikes are short strikes.

Find leverage

Size up opponents

Find chokepoints

Time it right



HOW TO PREPARE

Get in the fighting spirit & connect with fellow workers.

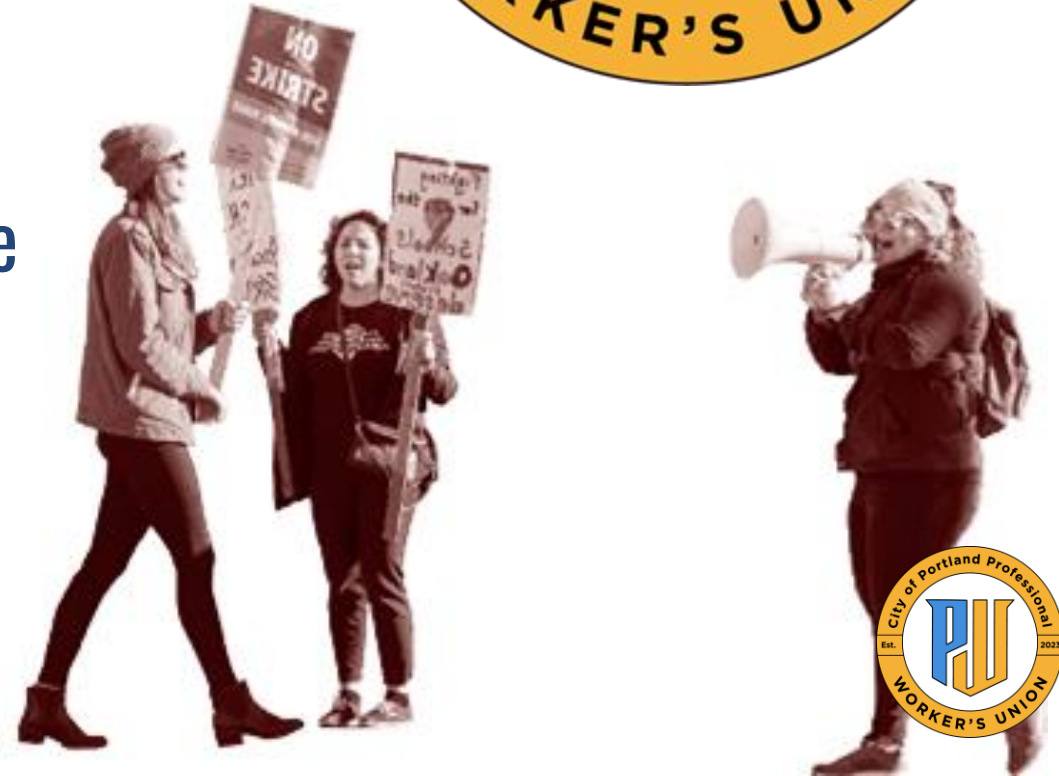
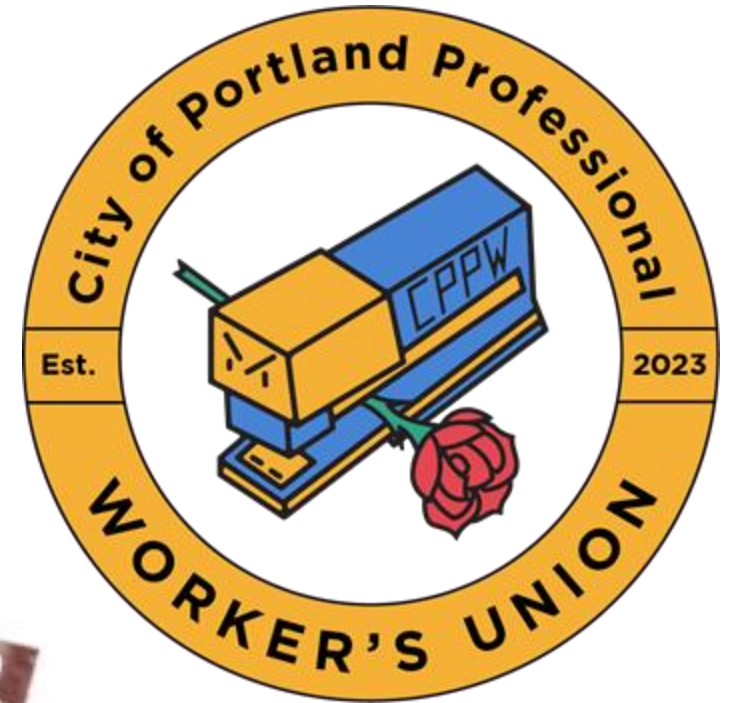
Know the facts: attend meetings, talk with union leaders, read the provided material

Save up if you can!

Take action: Plan chants, build materials, expose the City's weak points.

Everyone can help - including family & friends.

Pledge to strike: voice your support



Stewards Corner

- Questions



Organizing

- **Want to know more? - Attend a happy hour!**
 - Next HH: March 13
- **Want to help plan? - Join the CAT**
 - Reach out to Annette Ramirez at organizer@cppwunion.org
- **Attend District 1 Town Hall**
 - March 4, 6-7:30pm, Sokhom Tauch CC
- **Sign your union card.** The best thing we can do is show a united front to finalize this contract!



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

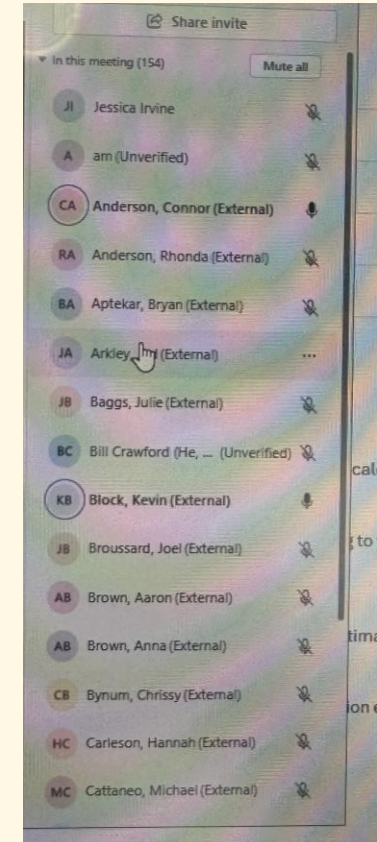
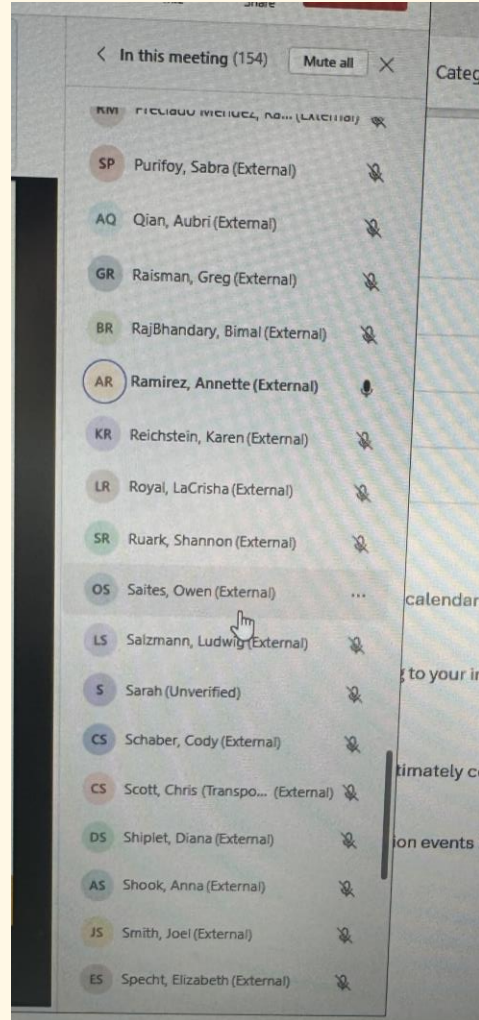
**How to Strike and Win
Happy Hour @ 5 & Dime**

6535 SE Foster Road
5:30 - 7:30

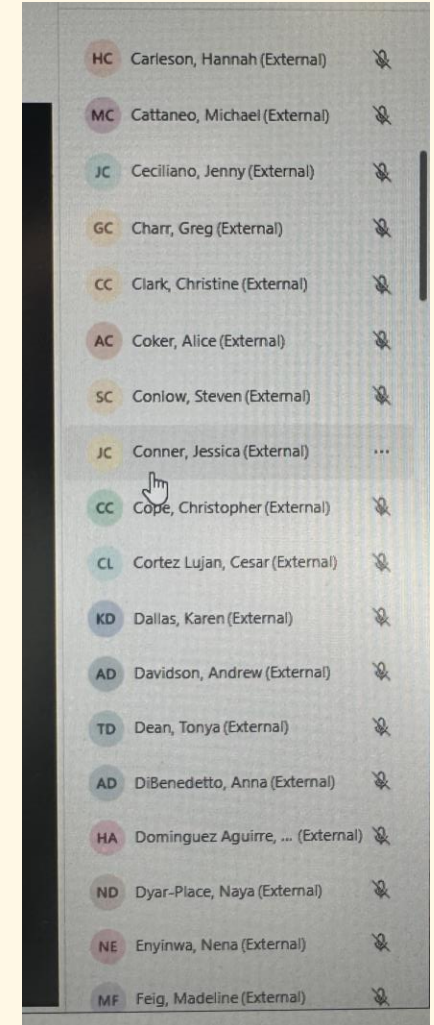
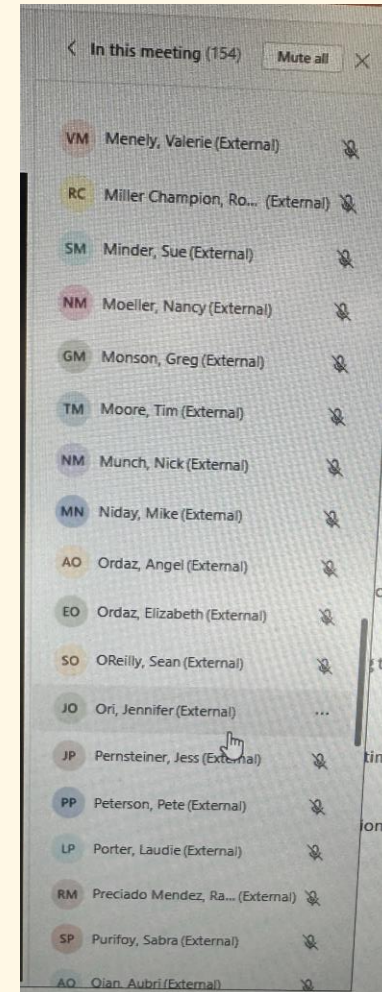
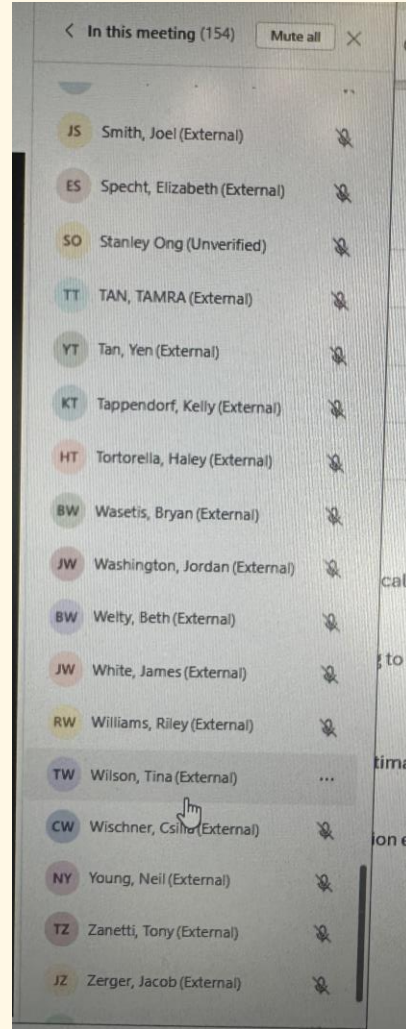


Hosted by your Contract Action Team (C.A.T.)
Reach out at contractaction@cppwunion.org

Attendance



Attendance



Attendance

Attendance:
164 members

KT	Tappendorf, Kelly (External)	✘
HT	Tortorella, Haley (External)	✘
BW	Wasetis, Bryan (External)	✘
JW	Washington, Jordan (External)	✘
BW	Weity, Beth (External)	✘
JW	White, James (External)	✘
RW	Williams, Riley (External)	✘
TW	Wilson, Tina (External)	✘
CW	Wischner, Csilla (External)	✘
NY	Young, Neil (External)	✘
TZ	Zanetti, Tony (External)	✘
JZ	Zerger, Jacob (External)	✘
YZ	Zheng, Yuxing (External)	✘
MZ	Zynda, Margaret (External)	✘
+44 more		



City of Portland
Professional Workers Union

**When we fight,
we win!**

