



City of Portland
Professional Workers Union

March 27th, 2025

Meeting will begin at 12:00pm



AGENDA

- Highlights – 5 minutes
- Exec Team Updates – 10 minutes
- Election – 5 minutes
- Mediation – 15 minutes
- Strike Pledge & Practice Picket – 20 minutes
- Questions - Remainder

Highlights

- Holding the line around workplace flexibility *today* at Council Committee.
- Testified in force at 2 Budget Sessions about our role as essential workers.
- Advocated w/ Councilors on contract & budget.
- Negotiated w/ HR about fast tracking a member grievance.
- Strike & Win Lunch & Learn and Educational Happy Hour
- 2 Mediation Sessions



CPPW Members at a Budget Listening Session

Executive Team Updates

- Secretary's Report: Presentation of minutes from February 27, 2025 General Meeting for board approval
Find all previous minutes from General Meetings on our website: cppwunion.org
- Labor Management Healthcare Committee Update



Financial Report – Income Statement

Revenue

Dues	\$ 18,708.99
Donations	\$ -
Interest	\$ 1.52
Total Revenue	\$ 18,710.51

Expenses

Legal	\$ 7,671.00
Other	\$ 2,143.44
Total Expenses	\$ 9,814.44

Net Income	\$ 8,896.07
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Financial Report – Balance Sheet

Assets

Cash	87,930.17
Total Assets	87,930.17

Liabilities

Legal Reserve	34,410.37
Other	943.00
Total Liabilities	35,353.37

Member Equity

Member Equity	52,576.80
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Financial Report – Cash Flow Reconciliation

Starting Cash

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

Cash Inflow

Cash from Ops	\$ 18,708.99
Cash from Donationws	\$ -
Cash from Inv	\$ 1.52
Total Cash Inflow	\$ 18,710.51

Cash Outflow

Legal Expenses	\$ 7,671.00
Other Expenses	\$ 2,143.44
Total Cash Outflow	\$ 9,814.44

Net Cash Inflow \$ 8,896.07

Ending Cash

Savings	\$ 20,110.18
Checking	\$ 67,819.99
Total Ending Cash	\$ 87,930.17

End - Starting Cash \$ 8,896.07



Financial Report – Budget & Upcoming Expenses

- **February Proposed Budget**
- Admin – 10%
- Legal – 60%
- Personnel – 10%
- Organizing – 10%
- Savings – 10%

- **Key Expenditures**
- Unfair Labor Practice - \$20K - \$25K
- Mediation - ?



Election

- Card signed members have until midnight to vote! You'll get a ballot in your email. Problems? Email Connor Anderson.
- These are working positions; these folks will take on jobs to help run the organization.
- Legal & Financial Responsibility for our union.
- The skills most needed on the E Board at this moment:
 - Technology skills!
 - Communications skills!
 - Political and advocacy experience & skills!

Four candidates for two positions.

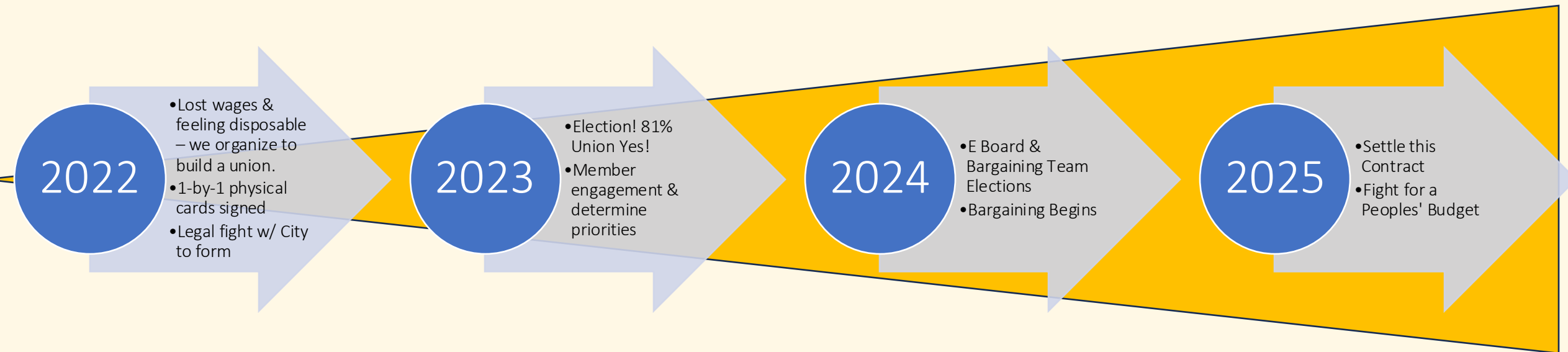
At Large Board Member-Position 1:

- Stacy Brewster (PBOT)
- Ilana Tarasyuk (BES)

At Large Board Member-Position 2:

- August Burns (BPS)
- Steven Conlow (BTS)

Mediation – When We Fight, We Win.



Everything we've been doing has been building up to this point.
We've been building our power, our capacity, our knowledge.
Now it's time to exercise that power, put our shoulders together and push to the finish.

Mediation – Grounded in our Values

The Bargaining Team was elected to make hard choices and negotiate in a system set against us. We use Principles & Priorities to help us navigate towards a contract that ultimately benefits every member.

Bargaining Team Guiding Principles:

- A **just contract** is one that offers protection to the most vulnerable members.
- A **progressive contract** is one that balances what has worked for other unions in the past with the needs of our new union moving into the future.
- A **strong contract** is one that protects and is accessible, understood, and supported by the majority of members.

Contract Priorities:

- Clear & Consistent Compensation
- Respect & Protections
- Flexibility
- A Voice so we can be part of decision making that affects our careers, our livelihoods, and our communities.



Mediation - Details

Clear and Consistent Compensation:

- City counter included \$165k **Prof Development** fund.
- **Wages:** City has proposed a 2% guaranteed + COLA. CPPW current package is only a 4% in total cost increase, including a 4% wage increase across the board.
- City only narrowly addressing unpaid **Standby** work.

Respect & Protections:

- TA'd **grievance procedure**
- **Layoff Protections** are a work in progress. City seems more open to our newest proposal that focuses on Job Subfamily structure as a method of mitigating layoff impact.
- City continues to want to have wide ability to **contract out** our work.
- City continues to oppose protections around **AI**

Flexibility:

- City's recent counter maintains our right to **flex** work time and use work time as needed for less than one day absences (8.03).
- **Leave** – Agreed to our proposals on protection of leave for tribal and citizenship matters; affirmation of leave use for gender affirming care.
- **Vacation** – members lost nearly 2000 of vacation hours in 2024. This is our earned time and money that disappears. We continue to fight for fair compensation of our earned time through cash out options.

Voice:

- TA'd **Labor Management Committee**
- TA'd **Healthcare table**
- **Implemented MOU – Class Comp Study Collaboration**



Mediation – On the way

	Contract Provision Name	What is this?	CPPW Position (3.20.25)	City Position (03.20.25)
	Hours Of Work/Shifts	Scheduling & telework	Hybrid as standard. Maintain schedule flexibility. OT for required emergency work for all workers.	Maintain schedule flexibility. Will not 'unreasonably deny' telework agreements. Emergency work OT only for OT eligible.
	Wages - General	Raises, COLA, Premiums	Y1: 4% raise; Y2: 5% raise. COLA 2-7%. ASI scale starts at 80% AMI. 5% Promotion. 2% longevity. Various premiums. Wage recalibration for XX ppl being severely underpaid based on their seniority. Hour for Hour WOC pay.	Y1: 2% raise. COLA 1-5%. 3% Promotion. WOC after 5 consecutive days.
	Wages - Standby and Call Back	Requirement to be available for work after hours.	Applies to all members as required by mgr. Standby rate is .25 hourly rate. After hours callback paid at 1.5 hourly rate.	Applies only to two work groups (BES maintenance and PPB Victims Advocates). Standby rate is .13 hourly rate. After hours callback paid at 1.5 hourly rate.
	Grievance Procedure	The right to a formal process to resolve workplace issues such as unfair practices and contract violations.		
	Strikes and Lockouts	No Strikes, No Lockouts during the contract	Will not do the work of other unions while they are on strike. Will not withhold labor during contract. Picketing defined as blocking worker movement.	Will do the work of other unions while they are on strike. Will not lockout workers during contract. Picketing defined as blocking worker movement.
	Professional Development	Fund for members	\$165,000 fund	\$165,000 fund



Credible Strike Threat Update

Let's keep the pressure up!



How do we keep building pressure?

What we have done:

- Packed the bargaining room with members
- Visibility day
- Testimony at council, council sub-committees, and budget listening sessions

What are we going to do:

- Strike Pledge Drive
- Practice Picket

Strike Pledge

- A strike pledge is a non-binding statement that if our Union votes to go on strike, you'll walk off the job.
- Strike pledges serve 2 purposes:
 - They allow us to estimate our own strength
 - They can be a powerful demonstration of power to the City
- Both card signed and un-signed members can sign a strike pledge.
- **This is not a strike authorization vote**

Strike Pledge Commitment



Practice Picket at City Hall

- More details to come
- Planned date is April 23rd



Goals for the next month

1

80% cards
signed

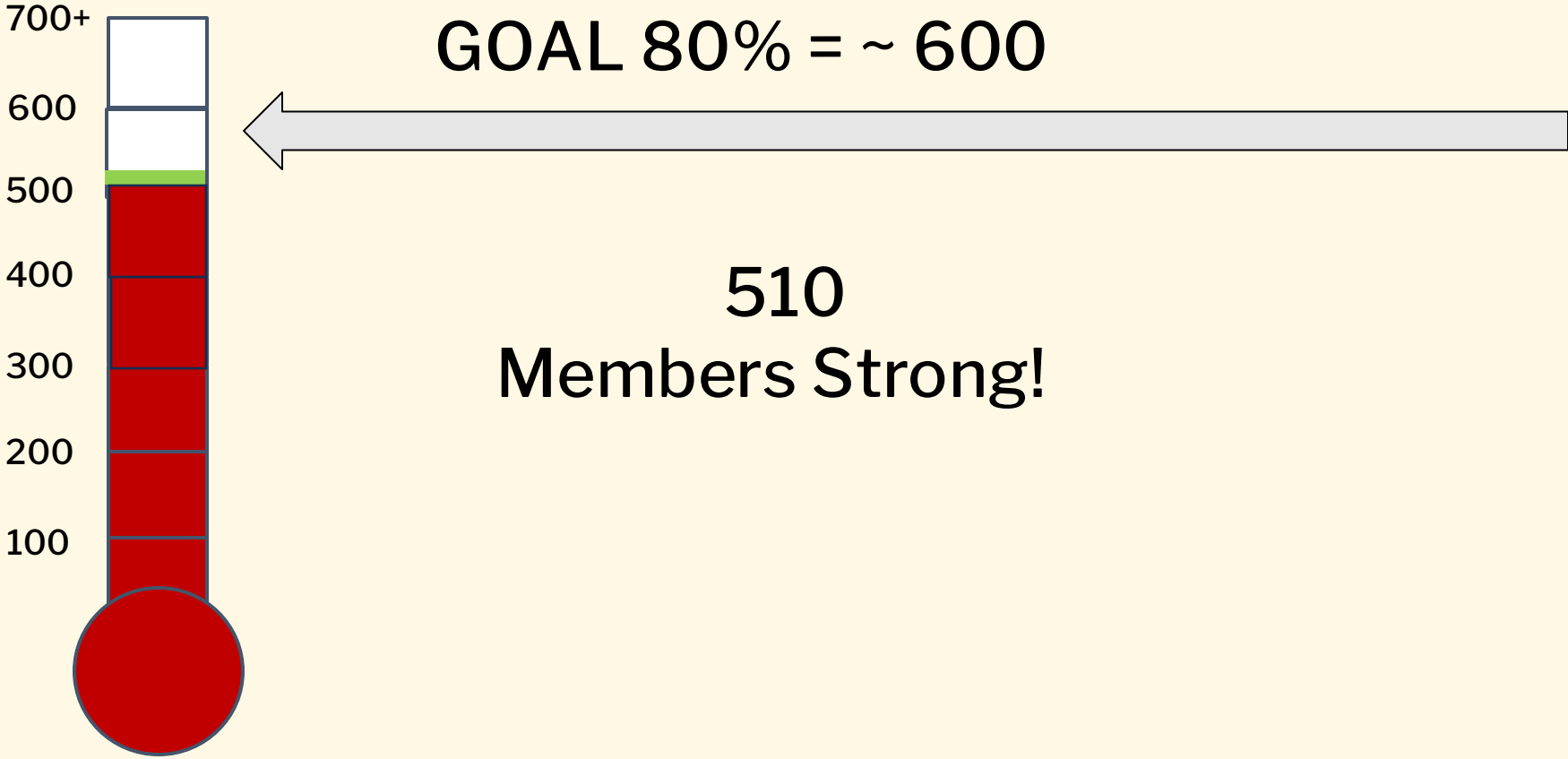
2

80% pledges
signed

3

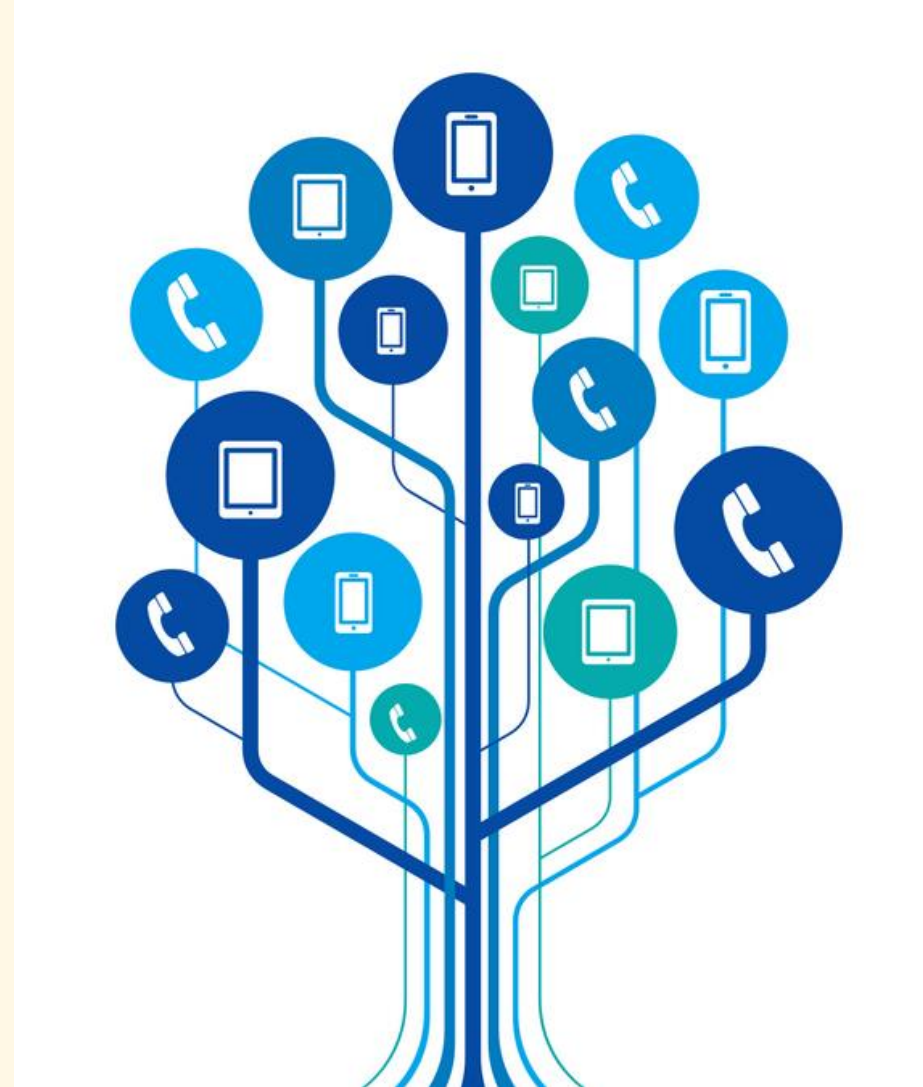
Hundreds of
members at the
rally

Membership Update



Phone Banking

- No one likes getting phone calls, but they work!!
- Interested in helping phone bank?
- Email contractaction@cppwunion.org
- We will provide a list and a script!



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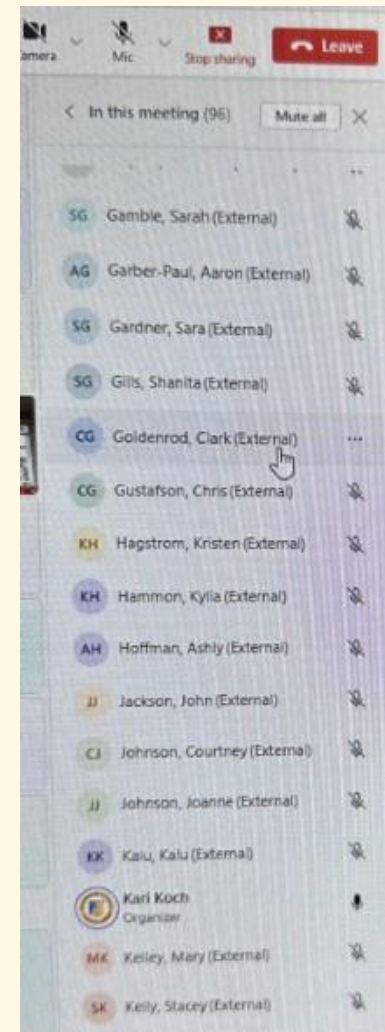
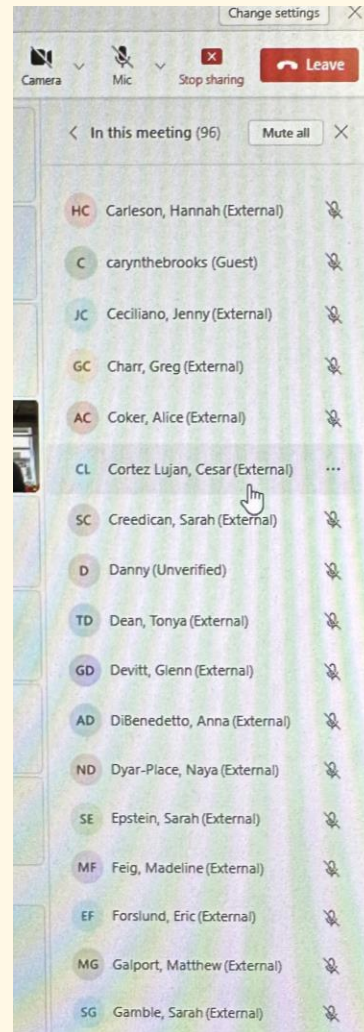
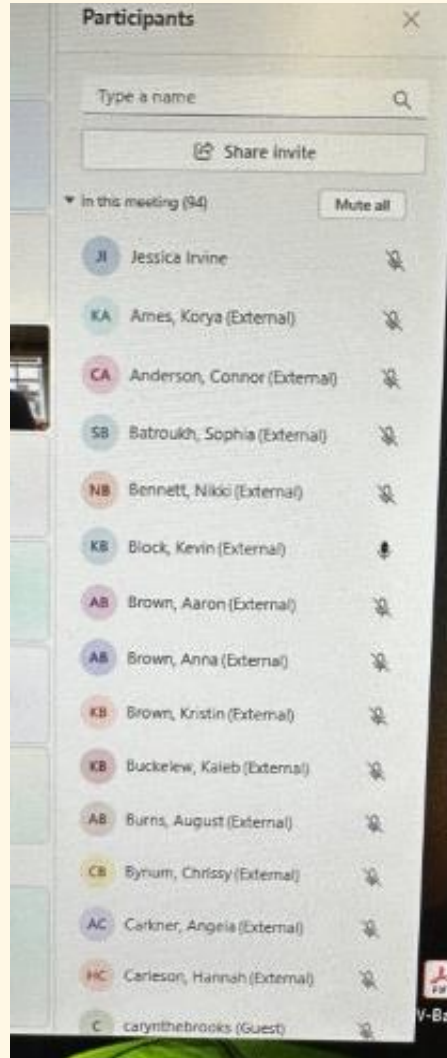


City of Portland
Professional Workers Union

**When we fight,
we win!**



Attendance – 96 at 12:03



Attendance – 146 at 12:30

