

City of Portland Professional Workers Union

April 17, 2025

Meeting will begin at 12:00pm



AGENDA

- Highlights 5 minutes
- Exec Team Updates 10 minutes
- Mediation Updates
- Strike Pledge
- Practice Picket



Highlights – Advocacy!

- Met with Councilors to get support pressuring Mayor to settle the contract.
- Testified about CPPW members as public safety workers and essential workers.
 Plus, pushing back on the comms reset, with a side of Settle Our Contract.
- Many members at Budget Sessions plus a special face-to-face focus on the Mayor & our contract.
- Union Caucus met with Mayor & MJ to push alternatives to layoffs & question the centralization model
- Forced PBEM leadership into a room with us to talk about standby pay for unpaid labor.
- Testimony and advocacy to fight the worst healthcare increases



CPPW Members at Coffee with the Bargaining Team



Executive Team Updates

 Secretary's Report: Presentation of minutes from March 27, 2025 General Meeting for board approval

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

- Healthcare Update
 - Council passed an updated package that still bears most of the cost increases for the City but does adjust the healthcare packages. This is called the "10% package". Details of this are in the CPPW email from 3/14.



Financial Report - Income Statement

Revenue

Dues \$ 19,478.09

Donations \$ -

Interest \$ 1.83

Total Revenue \$ 19,479.92

Expenses

Legal \$ 14,305.80

Other \$ 4,360.73

Total Expenses \$ 18,666.53

Net Income \$ 813.39



Financial Report - Balance Sheet

Assets

Cash 88,743.56

Total Assets 88,743.56

Liabilities

Legal Reserve 31,785.81

Other 1,936.00

Total Liabilities 33,721.81

Member Equity

Member Equity 55,021.75



Financial Report – Cash Flow Reconciliation

Starting Cash	
Savings	\$ 20,110.18
Checking	\$ 67,819.99
Total Starting Cash	\$ 87,930.17
Cash Inflow	
Cash from Ops	\$ 19,478.09
Cash from Donationws	\$ -
Cash from Inv	\$ 1.83
Total Cash Inflow	\$ 19,479.92
Cash Outflow	
Legal Expenses	\$ 14,305.80
Other Expenses	\$ 4,360.73
Total Cash Outflow	\$ 18,666.53
Net Cash Inflow	\$ 813.39
Ending Cash	
Savings	\$ 22,996.72
Checking	\$ 65,746.84
Total Ending Cash	\$ 88,743.56
End - Starting Cash	\$ 813.39



Financial Report – Budget & Upcoming Expenses

- March Proposed Budget
- Admin 10%
- Legal 60%
- Personnel 10%
- Organizing 10%
- Savings 10%
- Key Expenditures
- Unfair Labor Practice \$20K \$25K
- Mediation ?



Mediation

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.

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.

WE ARE HERE

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 cardsigned 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.





Mediation

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.

A Contract for Everyone:

- Our contract will benefit every single member.
- The way that the contract benefits you may look different for different members but ultimately it will be better than the status quo.
 - Layoff Avoidance Measures
 - Process and support for workplace issues
 - Power in the reclassification project
 - A voice for members work & issues
 - Flexible Holidays
 - A group of people who have your back

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 – Changes

Contract Provision Name	What is this?	CPPW Position (4.14.25)	City Position (04.14.25)
Hours Of Work/Shifts		Hybrid as standard. Maintain schedule flexibility. OT for required emergency work for all workers.	Maintain schedule flexibility. Will not 'unreasonably deny' telework agreements. OT for required emergency work for OT eligible only.
Wages - General	Raises, COLA, Premiums	Y1: 4% raise; Y2: 5% raise. COLA 2-7%. AS I scale starts at 80% AMI. 5% Promotion. 2% longevity. Various premiums. Wage recalibration for 25 ppl being severely underpaid based on their seniority. Hour for Hour WOC pay after first day.	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 BES maintenance and PPB Victims Advocates & PBEM staff. Standby rate is .13 hourly rate & can be cash or comp time. 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.
Vacation	Rate & Over max rule	Current schedule + cash out of up to 40 hours per year	Current schedule, lose all vacation over max
Duration	Length of Contract	Ratification – Dec 31, 2027 Begin class comp planning for new classifications ~ June 2025 Reopener Jan 15, 2026 on wages, reduction in workforce, standby, overtime.	Ratification – June 30, 2026. Verbally indicated open to CPPW proposal
Reductions in workforce	layoff protections and recall rights for all members	l conff consider a consequence and the conference a	Layoff avoidance measures; protection from arbitrary layoffs through seniority rights based on classification in bureau. Redeployment. Recall.



Credible Strike Threat Update

Let's keep the pressure up!



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





Testimonials



Practice Picket at City Hall

- There will be a brief opening ceremony with music.
- We have 100 signs, but we welcome your creativity and would love to see some homemade ones.
- Everyone is welcome (family, children, friends, community members, pets).



Join your CPPW coworkers for a practice picket to show the City that it's time to settle this contract!

Wednesday, April 23 5-7 PM at City Hall



More info at cppwunion.org





City of Portland Professional Workers Union

When we fight, we win!

