



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
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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
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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
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Ending Cash

Savings	\$ 22,996.72
Checking	\$ 65,746.84
Total Ending Cash	\$ 88,743.56

End - Starting Cash	\$ 813.39
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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



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	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. OT for required emergency work for OT eligible only.
	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 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	Layoff avoidance measures; protection from arbitrary layoffs through seniority rights based on job families. Redeployment. Recall.	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).

**JUST
PRACTICING (FOR NOW)
FOR A JUST
CONTRACT**

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**

 City of Portland
Professional Workers

More info at
cppwunion.org





City of Portland
Professional Workers Union

**When we fight,
we win!**

