



CPPW Contract Summary (May 2025)

Note: The contract applies to all members represented in the bargaining unit. Summary focuses on areas that differ substantially from HRAR or are known member priorities.

Classifications Represented

Administrative Specialists I – III; Analysts I – III; Coordinators I – III; Environmental Regulatory Coordinators; Financial Analysts I – III; Multimedia Specialists; and Technology Business Representatives. *Excludes supervisory, managerial, and confidential employees.*

Duration of agreement

Ratification until Dec. 31, 2027. Reopen parts of contract Jan. 15, 2026: Wages, Layoffs and Recall, Standby and Callback, and Hours of Work.

Bonuses upon ratification

- One-time bonus of \$1,000 for every member
- 40 hours management leave (up to max of 80) for all FLSA-exempt members

Wages

- 2.4% COLA for all members July 1, 2025
- 2% wage increase for all members not at top of scale July 15, 2025 (retroactive to July 1, 2025)
- Pay for working out of class begins after the first day. Members working out of class for 4+ months get temporary appointment where they are paid at higher rate, including pay on leaves.

Hours and workplace location

- Includes more flexibility, such as use of flex time for absences of less than a day for FLSA-exempt employees
- 3 additional personal days for fully in-person work
- Telework protections include minimum 6-week notice for any in-person return to office, and a grievance process for unreasonable denial of telework agreements.

Holidays

- Hour-for-hour compensation for holidays, deferred holidays, and personal days depending on your shift length
- 3 optional floating holidays to observe celebrations, ceremonies, and practices that meet individual or community needs

Workforce reductions, layoff protections, and seniority

- Minimum 30-day notice and good faith effort to agree to alternatives to layoffs with minimum standards for notice to members around layoff.
- Training opportunities if new technology may result in layoffs. Transparency regarding A.I. implementation.
- Seniority protections procedure as follows when the City eliminates a position, all steps requiring a qualifications assessment by HR:
 1. If an employee either opts out of enacting their seniority rights or has no seniority rights available to them, they may opt in to redeployment assistance from HR as a part of the layoff process.
 2. If the member has seniority rights and enacts them, the member shall be placed in vacant position in the bureau, then service area.
 3. If no vacant position is available, the employee may bump a less senior employee in the same classification and the same bureau if the bumping employee is qualified to perform the work.
 4. If no such position exists in the bureau, then the employee may bump a less senior employee in the same classification in the same service area if the bumping employee is qualified to do the work.
 5. If none of the above apply and the employee previously held status in a different CPPW classification, the employee may move into a vacant position in that previously held classification in the employee's current bureau or service area.

Professional development

- City pays \$165,000 into a professional development fund for each fiscal year of the agreement
- Establishes committees to develop further professional development programs

Discipline and Discharge

- Members may only be disciplined or discharged with just cause

- Grievance procedure and union representation to support members facing discipline

Standby and callback pay

- Standby pay for specific members at the Bureau of Environmental Services, Victims Services Advocates in the Portland Police Bureau, and Duty Officers in the Portland Bureau of Emergency Management
- Rate of 0.13 hours as pay or comp time for each hour on standby, overtime rate for physically reporting to worksite, remote work entitled to flex callback time.

Other leaves

- Up to 40 hours City paid time to address Tribal, immigration, or citizenship matters for themselves or members of their family in their immediate household
- Protections for leave use related to gender-affirming care.

Future Articles

The contract is a foundation that we will continue to build over time. We have flagged some articles and topics as potential priority areas for the next contract. These are notes for our collective reference; future contract priorities are always set by the membership at the time of bargaining.

Some topics are set to be bargained over during the contract reopener. Other provisions are ones the Bargaining Team, upon counsel from our lawyer, the mediator, and union allies, decided to table until the reopener or future contracts, and others require more work to clarify the priority.

- **Wage-step system:** Requires update of our classification system July-Dec 2025 after results of the Evergreen class/comp study. This is a top priority for reopener in January 2026.
- **Longevity pay:** If membership decides to prioritize this and push hard on this benefit, we believe we can get traction on it in the future bargaining.
- **Vacation cash-outs:** Still high interest, tabled due to significant administrative barriers for members (e.g., members needing to declare their intent to cash out a year in advance due to IRS stipulations).
- **Additional leave banks:** Additional time for dependent care, performance incentive, emergency weather, etc. need more input and prioritization from the membership.

- **Emergency overtime pay for FSLA-exempt employees:** Need more detailed assessment of hours worked during emergencies, which positions are impacted, and clarity on the scope of the language.
- **Certification premium pays:** Needs more research from membership about relevant certifications and useful contract language.