



Contract Ratification Recommendation

Thursday, May 29th, 2025

With support of the Contract Action Team, the CPPW Bargaining Team and Executive Board **strongly recommend a yes vote** to ratify our Tentative Agreement (TA).

After 15 months of bargaining with the City—including 5 months of mediation where we declared impasse, a strike authorization vote with 92% support, and a final 11-hour mediation session—our union reached a TA with the City on Thursday, May 22.

Throughout this process, the Bargaining Team held firm on 3 guiding values in negotiating the best, first contract possible for our members: *just, progressive, and strong*.

With the support of all of you and your coworkers, we believe we've achieved these goals amid the current budget crisis, the City's transition to a new form of government, a changing political landscape, and near-constant organizational change.

Due to the City layoff timeline and thanks to agreement of both parties, ***layoff protections are immediately in effect*** and being used by the City as of 5/27/25.

Benefits go into effect upon ratification including but not limited to:

- A \$1,000 signing bonus for every member
- Up to 40 hours of management leave for all eligible members
- Guaranteed 2.4% COLA (starting July 1) for every member
- Guaranteed 2% wage increase (applied July 15, retro to July 1) for all members not yet at top of scale
- Telework protections including: mandatory 6-week notice for any in-person return to office, 3 additional personal days for fully in-person work, and a grievance process for unreasonable denial of telework agreements
- Tribal, citizenship, and immigration leave up to 40 hours on City paid time
- Discipline and discharge protections
- Standby and callback pay
- Working out of class pay after the first day (previously after 40 hours)
- Up to 3 floating holidays - members have the option to work observed City holiday and bank holiday to use for their own cultural, community, or personal reason



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The labor movement has organized, advocated, and fought to protect workers for generations. In that spirit, this first contract as an independent union is the foundation we intend to build on in the years and decades to come! *This is our starting point*, a remarkable first contract with rights, benefits, and protections for all members whether you have signed your union card or not.

Signed in solidarity,

CPPW Bargaining Team

Anamaría Pérez (co-chair)

Anna DiBenedetto

Annette Ramirez

Ashly Hoffman (co-chair)

Kari Koch

Kimberléa Ruffu

Rachel Jamison

CPPW Executive Board

Kari Koch, President

Meg Wren, Vice President

Chris Gustafson, Treasurer

Jessica Irvine, Secretary

Kevin Block, Chief Steward

Annette Ramirez, Organizer

Stacy Brewster, Board Member for Portland Building

August Burns, Board Member At-Large

Kimberly Campbell-Groen, Board Member At-Large

The City of Portland Professional Workers (CPPW) is a union that is dedicated to the professional workers at the City of Portland.