



City of Portland
Professional Workers Union


January 15, 2026

Meeting will begin at 12:00pm



AGENDA

- Welcome & Highlights
- Official Business
- Treasurer Report
- Donation Question
- Budget
- Core Realignment
- Class Comp
- Bargaining



The poster features a blue and white color scheme. At the top right is the circular logo for the City of Portland Professional Workers Union (CPPW), established in 2023. The main title 'BARGAINING Kickoff' is in large blue font. Below it, the text 'Join your coworkers and allies at the first day of bargaining reopener' is in a smaller blue font. A section titled 'What are we reopening?' lists four items: Wages, Reductions in Workforce and Layoffs, Standby and Callback Pay, and Hours of Work. A blue box contains the date 'JAN. 16TH' and time '12-1 PM', with a note 'Remarks 12:15'. Below this, it says 'Bring coworkers/family', 'Get some swag and lunch', 'Support the bargaining team', and 'Show everyone that CPPW is ready to win!'. A QR code is provided for RSVP. At the bottom, the location is 'Portland Building, 2nd floor' and '1120 SW 5th Ave 97204'. A circular graphic on the right side says 'SALSAS LOCAS TAMALES FOR EVERYONE' with three yellow triangles pointing upwards.

CITY OF PORTLAND PROFESSIONAL WORKERS UNION
EST. 2023

CPPW PRESENTS
BARGAINING Kickoff

Join your coworkers and allies at the first day of bargaining reopener

What are we reopening?

- Wages
- Reductions in Workforce and Layoffs
- Standby and Callback Pay
- Hours of Work

JAN. 16TH 12-1 PM
Remarks 12:15

Bring coworkers/family
Get some swag and lunch
Support the bargaining team
Show everyone that CPPW is ready to win!

[Scan this to RSVP >>>](#)

Portland Building, 2nd floor 1120 SW 5th Ave 97204

SALSAS LOCAS TAMALES FOR EVERYONE



Highlights

- City Labor Caucus starting budget advocacy.
- Met w District 1 Councilors to advocate around Core Realignment and Budget.
- Won ~\$250 in backpay for member
- Filed and won grievance that expands standby pay rights
- Helmi Hisserich letter of support to Mayor.
- Filed ULP against City of Portland delay in dues implementation.
- Launched Bargaining Survey!
- Statement about ICE violence.



Official Business

Minutes from Membership Meetings:

- Dec 2025

Shout out to CPPW Secretary, Riley Berger for getting us caught up on posting to the website!



Financial Report – Income Statement

Statement of Activity by Class

City of Portland Professional Workers Union

December 2025

Account	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	◇ Total
∨ Income							
Dues Receipts	2,306.90	1,153.46	5,767.26	6,920.72	2,306.90	4,613.82	23,069.06
Interest Income	0.37	0.18	0.93	1.11	0.37	0.74	3.70
Total for Income	2,307.27	1,153.64	5,768.19	6,921.83	2,307.27	4,614.56	\$23,072.76
Cost of Goods Sold	–	–	–	–	–	–	–
Gross Profit	2,307.27	1,153.64	5,768.19	6,921.83	2,307.27	4,614.56	\$23,072.76
∨ Expenses							
Food and Beverages	–	–	–	621.66	–	–	621.66
Legal Fees	–	236.50	–	–	–	473.00	709.50
Professional Services - Contr...	–	–	–	2,500.00	–	–	2,500.00
Services	17.00	–	–	–	–	–	17.00
Software Subscriptions	1,579.97	–	–	–	–	–	1,579.97
Technology Stipends	3,000.00	3,600.00	–	–	–	–	6,600.00
Total for Expenses	4,596.97	3,836.50	–	3,121.66	–	473.00	\$12,028.13
Net Operating Income	-2,289.70	-2,682.86	5,768.19	3,800.17	2,307.27	4,141.56	\$11,044.63
Other Income	–	–	–	–	–	–	–
Other Expenses	–	–	–	–	–	–	–
Net Other Income	–	–	–	–	–	–	–
Net Income	-2,289.70	-2,682.86	5,768.19	3,800.17	2,307.27	4,141.56	\$11,044.63



Financial Report – Cash Flow Reconciliation

Starting Cash	
Savings	\$ 38,890.82
Checking	\$ 134,551.04
Total Starting Cash	\$ 173,441.86
Cash Inflow	
Cash from Ops	\$ 23,069.06
Cash from Donation	\$ -
Cash from Inv	\$ 3.70
Total Cash Inflow	\$ 23,072.76
Cash Outflow	
Legal Expenses	\$ 709.50
Other Expenses	\$ 11,318.63
Total Cash Outflow	\$ 12,028.13
Net Cash Inflow	\$ 11,044.63
Ending Cash	
Savings	\$ 49,324.67
Checking	\$ 135,161.82
Total Ending Cash	\$ 184,486.49
End - Starting Cash	\$ 11,044.63



Financial Report – Balance Sheet

Assets

Cash	\$ 184,486.49
Total Assets	\$ 184,486.49

Liabilities

Legal Reserve	\$ 50,000.00
Other	\$ 60,000.00
Total Liabilities	\$ 110,000.00

Member Equity

Member Equity	\$ 74,486.49
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Financial Report – Budget & Upcoming Expenses

Feb Proposed Budget

- Admin – 10%
- Bargaining – 20%
- Comms – 20%
- Organizing – 20%
- Stewards – 20%
- Savings – 10%

Feb Key Expenditures

- Union Leave Union Paid Time

Feb Notes

- Year-end closing is underway
- Audit Committee - Q1

Vote: Donation to Labor Notes

Request has been made to make a donation:

Should City of Portland Professional Workers (CPPW) Union donate \$1,300 to the Labor Notes fundraiser to support attendance of low-wage workers at the annual Labor Notes conference?

[Link in the chat](#)

Voting is open now for all card signed CPPW members and will close at 5pm on Thursday, Jan 15.



Budget – City's layoffs by the numbers

FY25-26 (~\$100 million deficit)

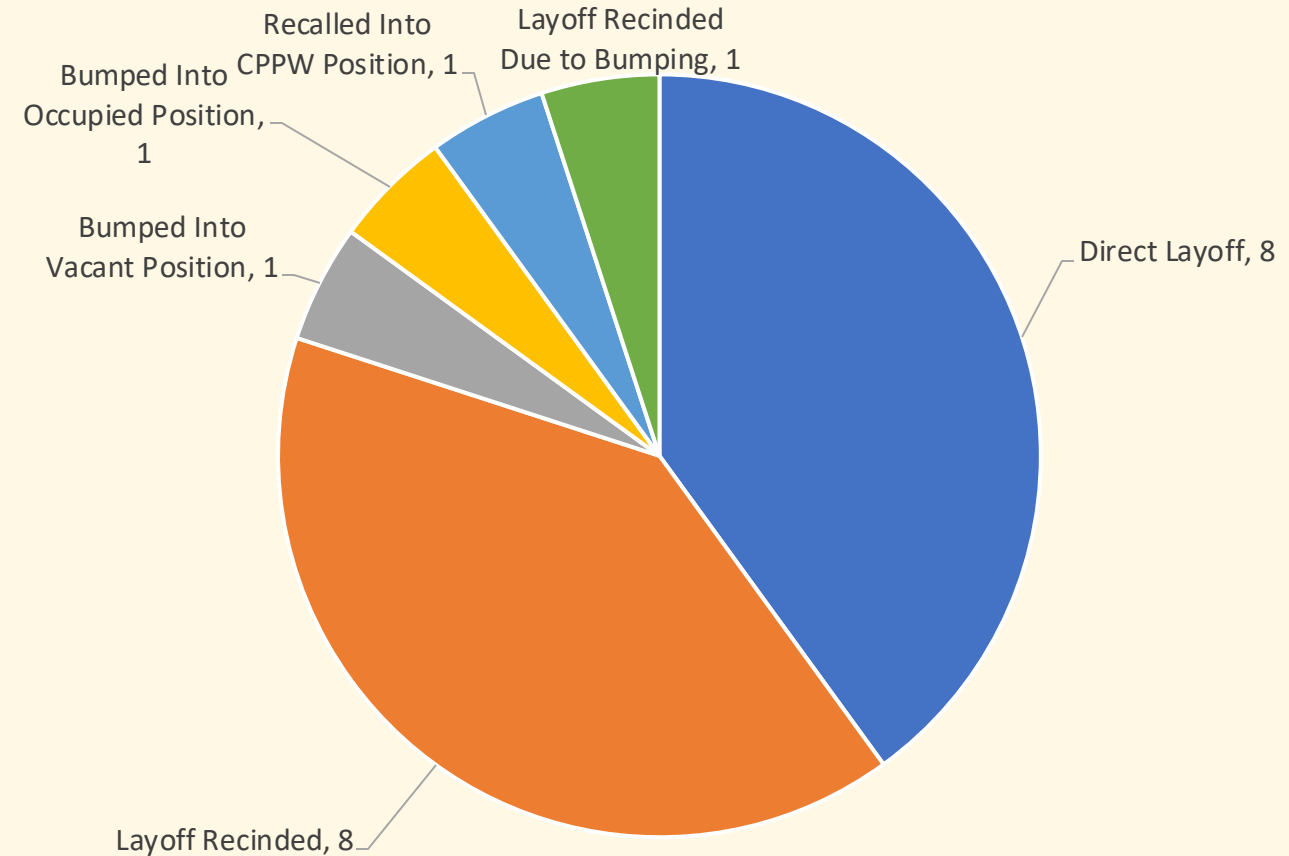
- Feb 2025: CBO predicted 44 Layoffs for CPPW positions (16 vacant, 28 filled)
- June 2025: the City formally notified 20 members of layoff
- Of those 20, 5 were laid off and have not returned to work at the City (recall rights are still in place).



Budget – City’s layoffs by the numbers

Key Takeaways

- **8** rescinded layoffs are in part due to council testimony & advocacy
- **3** members have jobs due to our contract
- **3** direct layoffs have returned to work at the City (2 did not experience unemployment)
- **1** member was bumped
- **5** direct layoffs have not returned to work at the City



Core Realignment

Targeted 20% cuts to comms, engagement, equity, HR, procurement, technology, budget/finance

- Our goal and role: advocate for members, fight layoffs, and demand transparency
- CPPW organizing has already saved jobs by demanding no new management positions. We maintain this demand.
- CPPW advocacy, letters to council, and continued visibility on this, already delayed implementation of the Comms realignment from May 2025 to Jan 2026.
- We continue to engage with leadership on all the other realignments. What we know:
 - **ON HOLD: Budget/finance** until after the budget cycle; **Equity** until a Chief Equity Officer is hired.
 - **PLAN IN PROCESS, Timing unknown: Engagement**
 - **MOVING, Spring TAO (?):** Drafting a letter now on HR, Procurement, and Technology with concerns, demands, and guidance.

- City says they will provide next update later this month

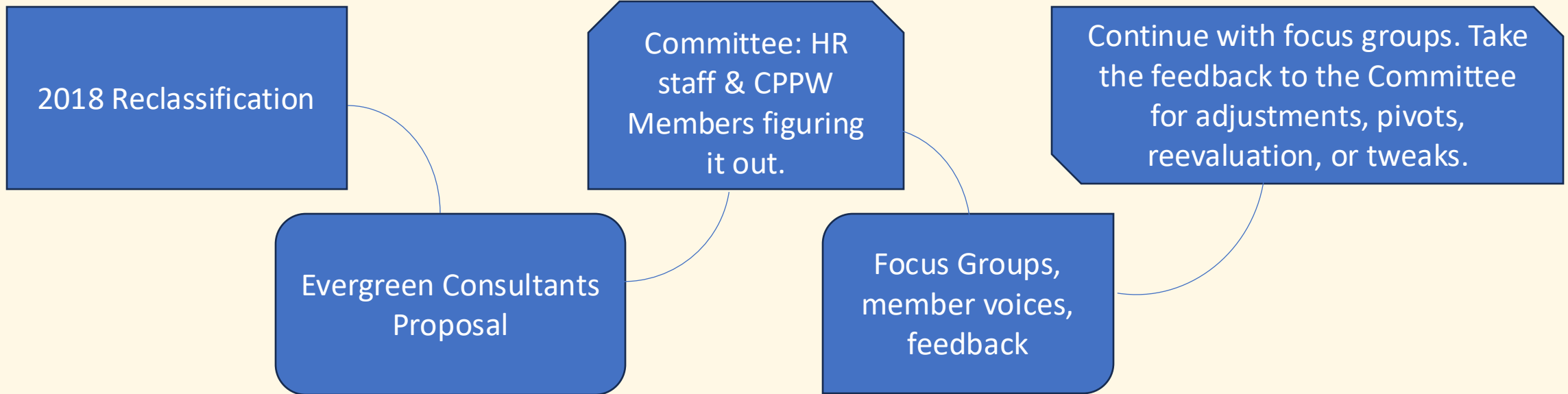


Class Comp Goals

- Committee: Update the classification system to one that better reflect the actual work of members.
- Committee: Draft Classification Specifications for each classification in CPPW that are an improvement over the current class specs. Improvement not perfection.
- CPPW: Engage of members in every step of the process to bring our voices and experiences into the City bureaucracy experience.
- CPPW: A tool for working out of class enforcement, reclassification requests, and more career pathways.



Class Comp Process



What this means for you

- Participate in Class Comp process, early and often! It's messy and imperfect, your voice matters. Help us figure this out.
- Info Session on Class Comp in the next 3-4 weeks.
- Know that nothing is final. This is an iterative work-in-progress. What we have **now** will stay in place until our contract is ratified and until HR/the City implement class comp recommendations.



Bargaining

- Only discussing four articles.
- Take the Bargaining Survey!
- Turnout to Kick Off

Friday, Jan 16

Noon – 1 pm

Portland Building 2nd Floor





City of Portland
Professional Workers Union

**Action is the
Antidote to
Despair**

