

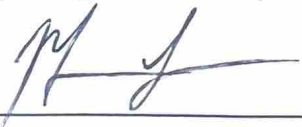
City of Portland and City of Portland Professional Workers Negotiation Ground Rules
(Re-Opener Bargaining 2026)

The following Ground Rules will apply to bargaining between the City of Portland (City) and the City of Portland Professional Workers (Union) for bargaining a re-opener of the first contract labor agreement:

1. The spokesperson for the Union is Katelyn S. Oldham, Labor Attorney for the Union, or her designee.
2. The spokesperson for the City is Marquis Fudge, Labor Relations Coordinator, or his designee.
3. Each negotiating team represents to the other that it is authorized to negotiate to tentatively recommended contract settlement terms.
4. Up to ten (10) members of the CPPW negotiations team will be released for negotiations sessions without loss of pay when negotiations occur during the team member's regularly scheduled workday. Team members will code their time as ULCP. Team members will not be expected to work on days that negotiations occur unless half or more a team member's regularly scheduled workday remains when negotiations conclude for the day. If negotiations occur on a member's scheduled day off, the employee may flex that day.
5. Communications about negotiations between negotiation meetings will be between the Chief Spokespersons. Information requests related to bargaining will be presented to the Chief Spokesperson. Bargaining unit members will not access City information outside the normal scope of their employment for Union-related purposes except as allowed by HB 2016 or other law.
6. The date, time, and location for negotiation sessions shall be established by mutual agreement of the parties. All negotiation sessions will be in-person, unless otherwise agreed to by the parties. CPPW members will not be expected to perform other job duties or work for the City on days when they are negotiating, except as described in paragraph 4.
7. At the beginning of each in-person negotiation session, the City will provide the parties with desk placards with their names and preferred pronouns. New members or new attendees of the Union or City will introduce themselves. Both parties agree that each participant will be honored by using that participant's stated/preferred pronouns throughout the course of negotiations.
8. The 150 days of bargaining timeline shall commence on January 16, 2026. The negotiations will only cover those subjects/articles described in the re-opener.
9. All proposals shall be made in writing and dated. Proposals should be made in a "track changes" Word doc format when applicable (for example, as counterproposals modifying a

prior proposal). "Off the record," "what ifs" or suggestions for purposes of discussion/brainstorming do not constitute "proposals."

- 10. The parties will be permitted to caucus as necessary. The party requesting the caucus will inform the other of the anticipated length of the caucus.
- 11. CPPW bargaining unit members may attend in person, as observers. The number of observers will not interfere with orderly negotiations. Observers may only attend on non-work time. Observers must conduct themselves in accordance with these ground rules and may not actively participate or engage in any conduct that disrupts or interferes with the bargaining process.
- 12. The Chief Spokesperson will sign and date the Tentative Agreements ("TAs") on particular articles and issues for their respective parties. A TA closes negotiations on the issue unless both parties agree to reopen or either party fails to ratify the final TA. Such agreements must be in writing and signed by the respective parties' Chief Spokesperson.
- 13. All TAs are considered tentative subject to settlement/TA of the entire collective bargaining agreement and ratification of the Agreement as a whole. Each party will recommend approval of the final tentative agreement reached through collective bargaining to their respective constituencies. The final TA between the parties is subject to ratification by the Union and the passage of an ordinance by the City Council.
- 14. Any amendment or alteration to these ground rules during negotiations must be agreed to in writing by both parties. Such writings may include agreements made by email.
- 15. Following ratification by the parties, the City shall be responsible for preparation and obtaining signatures for the final executed contract. The City and Union shall be individually responsible for the printing costs of the quantity of contracts ordered by each party.

For the City: 

Dated: 1/14/2025

For the Union: 

Dated: 1/16/25