



City of Portland  
Professional Workers Union

# February 19, 2026

Meeting will begin at 12:00pm



# AGENDA

- Guest: Mark Lear, PBOT
- Official Business
- Treasurer Report
- Core Realignment
- Class Comp
- Bargaining
- Contract Action Team



# Welcome – Guest, Mark Lear

Transportation Open Houses:

Thurs, Feb 19, 6:30-8:30pm

District 4, Rieke Elementary School Gym (1405 SW Vermont)

Mon, Feb 23, 6:30-8:30pm

District 1, Lent Elementary School Cafeteria (5105 SE 97th)

Wed, Feb 25, 6:30-8:30pm

District 3, Atkinson Elementary School Cafeteria (5800 SE Division)

Tues, Mar 3, 6:30-8:30pm

District 2, King Elementary School Cafeteria (4906 NE 6th)

Join the **CONVERSATION** about **LOCAL TRANSPORTATION FUNDING**



Portland is experiencing a transportation funding crisis. Our streets are falling apart, our bridges are aging, and we can't afford to make the safety improvements our communities are asking for. The cost of transportation construction has gone up, and funding hasn't increased to pay for it.

Portland City Council is talking about how to solve this problem. Come to an open house to learn more – and give us your feedback – about:

- the options to raise more money
- the kinds of things that the city would spend the money on
- ways to review and monitor the spending



For more information:  
[Portland.gov/pbotfunding](http://Portland.gov/pbotfunding)

Join us for an **OPEN HOUSE**



**District 1**  
Monday, Feb. 23, 6:30-8:30 p.m.  
Lent Elementary School Cafeteria  
5105 SE 97th Ave.

**District 2**  
Tuesday, March 3, 6:30-8:30 p.m.  
Dr. Martin Luther King Jr. Elementary School Cafeteria  
4906 NE 6th Ave.

**District 3**  
Wednesday, Feb. 25, 6:30-8:30 p.m.  
Atkinson Elementary School Cafeteria  
5800 SE Division St.

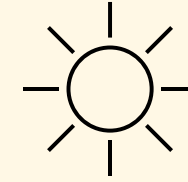
**District 4**  
Thursday, Feb. 19, 6:30-8:30 p.m.  
Rieke Elementary School Gym 1405 SW Vermont St.

# Highlights

- 2026 Happy Hours!
- Met w/ Councilors advocate around Core Realignment and Budget.
- Turned out strong for the Labor Against ICE rally (watch the video!)
- Finished Bargaining Survey!
- Met w/ Mayor & CA Lee about budget & treatment of members.
- Won *years* long discipline case which returned 8 days of pay to member.

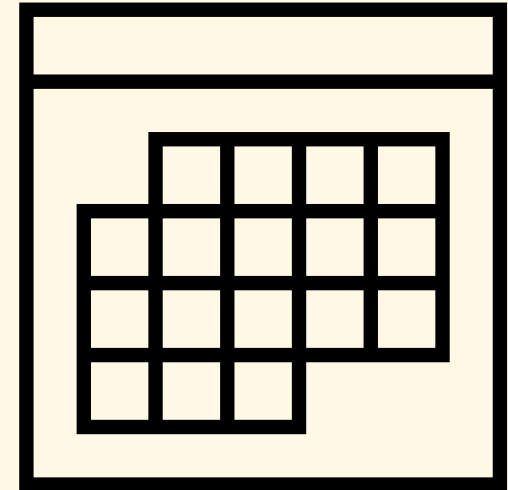


# Official Business



## General Meeting Changes:

- Quarterly Evening Meetings starting in March!
- Once a month topic meetings and once a month business meetings. Got a topic?



# Official Business

- Questions for City Administrator Lee?
- Submit your questions and your union leadership might ask them live at Tuesday's town hall!



# Professional Development Fund

Use it or lose it!



# Financial Report – Income Statement

## Statement of Activity by Class

City of Portland Professional Workers Union

January 2026

| Account                          | Administration  | Bargaining      | Communications   | Organizing       | Revenue         | Stewards         | ◇ Total            |
|----------------------------------|-----------------|-----------------|------------------|------------------|-----------------|------------------|--------------------|
| <b>◇ Income</b>                  |                 |                 |                  |                  |                 |                  |                    |
| Dues Receipts                    | 5,439.01        | 4,852.75        | 12,530.94        | 15,250.44        | 5,439.02        | 10,878.05        | 54,390.21          |
| Interest Income                  | 0.43            | 0.65            | 0.86             | 1.09             | 0.43            | 0.88             | 4.34               |
| <b>Total for Income</b>          | <b>5,439.44</b> | <b>4,853.40</b> | <b>12,531.80</b> | <b>15,251.53</b> | <b>5,439.45</b> | <b>10,878.93</b> | <b>\$54,394.55</b> |
| Cost of Goods Sold               | –               | –               | –                | –                | –               | –                | –                  |
| <b>Gross Profit</b>              | <b>5,439.44</b> | <b>4,853.40</b> | <b>12,531.80</b> | <b>15,251.53</b> | <b>5,439.45</b> | <b>10,878.93</b> | <b>\$54,394.55</b> |
| <b>◇ Expenses</b>                |                 |                 |                  |                  |                 |                  |                    |
| Food and Beverages               | –               | –               | –                | 676.92           | –               | –                | 676.92             |
| Legal Fees                       | –               | 960.00          | –                | –                | –               | 2,328.00         | 3,288.00           |
| Printing                         | 35.40           | –               | –                | –                | –               | –                | 35.40              |
| Professional Services - Contr... | –               | –               | –                | 5,000.00         | –               | –                | 5,000.00           |
| Software Subscriptions           | 571.97          | –               | –                | –                | –               | –                | 571.97             |
| Sponsorships and Donations       | 1,300.00        | –               | –                | –                | –               | –                | 1,300.00           |
| Technology Stipends              | 600.00          | –               | –                | –                | –               | –                | 600.00             |
| Training                         | –               | 2,600.00        | –                | –                | –               | –                | 2,600.00           |
| <b>Total for Expenses</b>        | <b>2,507.37</b> | <b>3,560.00</b> | <b>–</b>         | <b>5,676.92</b>  | <b>–</b>        | <b>2,328.00</b>  | <b>\$14,072.29</b> |
| <b>Net Operating Income</b>      | <b>2,932.07</b> | <b>1,293.40</b> | <b>12,531.80</b> | <b>9,574.61</b>  | <b>5,439.45</b> | <b>8,550.93</b>  | <b>\$40,322.26</b> |
| Other Income                     | –               | –               | –                | –                | –               | –                | –                  |
| Other Expenses                   | –               | –               | –                | –                | –               | –                | –                  |
| <b>Net Other Income</b>          | <b>–</b>        | <b>–</b>        | <b>–</b>         | <b>–</b>         | <b>–</b>        | <b>–</b>         | <b>–</b>           |
| <b>Net Income</b>                | <b>2,932.07</b> | <b>1,293.40</b> | <b>12,531.80</b> | <b>9,574.61</b>  | <b>5,439.45</b> | <b>8,550.93</b>  | <b>\$40,322.26</b> |



# Financial Report – Cash Flow Reconciliation

|                            |               |
|----------------------------|---------------|
| <b>Starting Cash</b>       |               |
| Savings                    | \$ 49,324.67  |
| Checking                   | \$ 135,161.82 |
| Total Starting Cash        | \$ 184,486.49 |
| <b>Cash Inflow</b>         |               |
| Cash from Ops              | \$ 54,390.21  |
| Cash from Donation         | \$ -          |
| Cash from Inv              | \$ 4.34       |
| Total Cash Inflow          | \$ 54,394.55  |
| <b>Cash Outflow</b>        |               |
| Legal Expenses             | \$ 3,288.00   |
| Other Expenses             | \$ 10,784.29  |
| Total Cash Outflow         | \$ 14,072.29  |
| <b>Net Cash Inflow</b>     | \$ 40,322.26  |
| <b>Ending Cash</b>         |               |
| Savings                    | \$ 52,634.79  |
| Checking                   | \$ 177,461.96 |
| Total Ending Cash          | \$ 230,096.75 |
| <b>End - Starting Cash</b> | \$ 45,610.26  |
| Difference                 | \$ 5,288.00   |
| Prior Month Checks         | \$ 600.00     |
| Outstanding Checks         | \$ (5,888.00) |
| Unreconciled Difference    | \$ 0.00       |



# Financial Report – Balance Sheet

## Assets

|              |    |            |
|--------------|----|------------|
| Cash         | \$ | 230,096.75 |
| Total Assets | \$ | 230,096.75 |

## Liabilities

|                    |    |            |
|--------------------|----|------------|
| Legal Reserve      | \$ | 50,000.00  |
| Outstanding Checks | \$ | 5,888.00   |
| Other              | \$ | 60,000.00  |
| Total Liabilities  | \$ | 115,888.00 |

## Member Equity

|               |    |            |
|---------------|----|------------|
| Member Equity | \$ | 114,208.75 |
|---------------|----|------------|



# Financial Report – Budget & Upcoming Expenses

## Mar Proposed Budget

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

## Key Expenditures

- Union Leave Union Paid Time

## Notes

- Year-end closing is complete apart from ULUP Costs
- Audit Committee - Q1

# 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, delayed implementation of the Comms realignment from May 2025 to Jan 2026.
- We continue to engage with leadership on all 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 (?)**: Expect “details” soon on HR, Procurement, and Technology. We will respond with concerns, demands, and guidance.
- City has provided high-level update to labor and council only, no further engagement with staff



# Class Comp - The Pivot

- In mid-January 2026, the Class Comp Committee refocused our work on internal evaluation, modification of our developing structures, and reworking based on what we learned.
- Pause on engagement until we have a system outline.
- Building the foundation: distinctions between classes, levels, subclasses, like-work groupings.

# Class Comp - High Level Structure

- You can expect a broad and simple structure for CPPW classifications.
- At this point, classifications will not be attached to individual members.
- The structure of classifications focuses on distinguishing characteristics between levels and subclasses.
- This will not be perfect, but it will be an improvement over our current system.



# Bargaining Updates

## General Overview:

- 4 open articles
- 3 sessions
- 2 articles with movement
- 1 MOU sent to City to separate class comp committee from bargaining

## Status of Articles:

- **Article 27, Standby & Callback:** Counter Proposal from City. Article is still in proposal form, but City made positive movement on standby and call back article language.
- **Article 24, Hours of Work:** Opening proposal from CPPW
- **Article 16, Wages:** No proposal yet
- **Article 22, Reduction in Workforce & Layoffs:** No proposal yet

This reopener is about **compensation** and **recognition** for the work we do and the skills we bring – plus the **protections** we deserve.



# Bargaining – up next

- One team member is moving on to a new role outside the city. Thank you, Angelique!
- Consider attending an upcoming session as an observer 🙌
- Remaining articles and updates to current proposals will be centered around survey responses



**Next session: Thursday, Feb 26. 10am – 4pm @ Portland Building**

# Pre-Bargaining Survey

- Purpose
  - **Inform** the bargaining team of members' current priorities around re-opener articles
  - **Capture the extent of impact** of these articles to CPPW membership
  - Opportunity for membership to **communicate to union leadership** about your experiences



# Survey Response Overview

- Total Responses: 541 – 68% of membership
- Responses from all CPPW job classes
- Responses from wide representation of bureaus and offices
- About respondents
  - Mostly less than 11 years of service



# Priorities

- Ranking a list of options from highest to lowest priority
- **Top choice:** having annual wage increases
  - 55%
- **Second choice:** being able to telework more often / maintaining my telework agreement
  - 33%

# Standby and Callback Pay

- Understand who is being left out of the Standby and Callback Pay article and how they are impacted
- Understand how it is being used and how to improve it
- Key takeaways:
  - **8%** of members have been asked or required to be on standby duty
    - **61%** said they were not compensated for their standby time
    - **15%** who work standby are in bureaus not listed in article



# Standby and Callback Pay

- **Standby Duty:** defined as a requirement that an employee remains available and fit for duty during nonworking time and must promptly respond if needed.
- **Callback:** when someone is on standby duty and is called in to work
- **Key takeaways:**
  - **49%** of callback was for remote work, but remote callback work is **not compensated with pay**

# Standby and Callback Priorities

- 23% - being paid for remote callback work
- 19% - being compensated for standby or callback work
- 15% - higher rate for standby duty pay



# Hours of Work

- **Emergency work scheduling** – this section applies only to your first shift change into an emergency schedule
  - **28%** of respondents said they work during emergencies
  - **78%** of respondents said they are FLSA exempt (not overtime eligible)



# Reductions in Workforce and Layoffs

- Priorities
  - 55% - retaining the most number of jobs
  - 25% - ensuring that any member laid off is supported (e.g. severance pay, layoff resources from BHR, etc.)
  - 13% - adding early retirement incentives as an option
  - 7% - preserving annual income for employees not laid off

# Bargaining; What can members do now?

- Stay informed. Updates are available after sessions in the newsletter and through CAT Communicators!
- Ask questions. CAT members, stewards and your bargaining team!

# Contract Action Team

- Happy/Social Hours! Come have a casual chat about your union and your priorities.
  - Friends and families always welcome just more catered to at "Family Friendly" days
- Worker Wednesdays!
  - Every Wednesday while we are in bargaining
  - Wear your shirt, button, lanyard – Email [org-team@cppwunion.org](mailto:org-team@cppwunion.org) to get one
  - Use your CPPW zoom background
  - Flyers and links to come!

## CPPW Happy Hour Calendar

|                       |  |                             |
|-----------------------|--|-----------------------------|
| February<br><b>12</b> | <b>Workers Tap</b><br>101 SE 12th Avenue<br>5:30 – 7:30                        |                             |
| March<br><b>13</b>    | <b>The Heist Food Carts</b><br>4727 SE Woodstock Boulevard<br>5:30 – 7:30      | FAMILY FRIENDLY SOCIAL HOUR |
| April<br><b>9</b>     | <b>Twenty First Ave Kitchen &amp; Bar</b><br>721 NW 21st Avenue<br>5:30 – 7:30 |                             |
| May<br><b>15</b>      | <b>My-O-My</b><br>8627 NE Sandy Boulevard<br>5:30 – 7:30                       | FAMILY FRIENDLY SOCIAL HOUR |

Hosted by your Contract Action Team (C.A.T.)  
Reach out at [contractaction@cppwunion.org](mailto:contractaction@cppwunion.org)





City of Portland  
Professional Workers Union

# Questions