

# **City of Portland Professional Workers Union**

## **General Membership Meeting March 19, 2026**

Meeting will start at 6:35 p.m.



# Agenda

- Highlights
- Official Business
- Treasurer Report
- Core Realignment
- Class Comp
- Bargaining
- Contract Action Team

“ A union protects employees and creates better morale at work, which leads to a better working environment, which allows for workers to do their best quality work. Who wouldn't want that? ”



**ANGELIQUE NOMIE, CPPW Member**  
*Administrative Specialist*  
*Portland Bureau of Emergency Management*

# Highlights

- 20+ members Rapid Response to Core Realignment cuts with big impact on Council.
- Budget advocacy with Mayor and CA Lee.
- CPPW featured at CA Lee Town Hall (retain staff! Telework!)
- Advocated with Novick, Koyama Lane, Green.
- Visibility Day Today! 50+ people.



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# Professional Development Funds

PDF

- Funds are still available!
- Up to \$3,000 per member
- Takes 4-6 weeks for approval
- Reach out to Kimberly Campbell-Groen with any questions you have



# Financial Report – Income Statement

## Statement of Activity by Class

City of Portland Professional Workers Union

February 2026

Account	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	◇ Total
<b>Income</b>							
Dues Receipts	4,258.04	8,516.09	8,516.09	8,516.10	4,258.05	8,516.10	42,580.47
Interest Income	0.40	0.81	0.81	0.80	0.40	0.81	4.03
<b>Total for Income</b>	<b>4,258.44</b>	<b>8,516.90</b>	<b>8,516.90</b>	<b>8,516.90</b>	<b>4,258.45</b>	<b>8,516.91</b>	<b>\$42,584.50</b>
Cost of Goods Sold	–	–	–	–	–	–	–
<b>Gross Profit</b>	<b>4,258.44</b>	<b>8,516.90</b>	<b>8,516.90</b>	<b>8,516.90</b>	<b>4,258.45</b>	<b>8,516.91</b>	<b>\$42,584.50</b>
<b>Expenses</b>							
Legal Fees	–	3,911.50	–	–	–	4,303.50	8,215.00
Permits and Fees	216.00	–	–	–	–	–	216.00
Professional Services - Contr...	–	–	–	5,000.00	–	–	5,000.00
Software Subscriptions	397.97	–	–	–	–	–	397.97
Technology Stipends	4,200.00	3,000.00	–	–	–	–	7,200.00
Training	–	–	–	–	–	50.00	50.00
<b>Total for Expenses</b>	<b>4,813.97</b>	<b>6,911.50</b>	<b>–</b>	<b>5,000.00</b>	<b>–</b>	<b>4,353.50</b>	<b>\$21,078.97</b>
<b>Net Operating Income</b>	<b>-555.53</b>	<b>1,605.40</b>	<b>8,516.90</b>	<b>3,516.90</b>	<b>4,258.45</b>	<b>4,163.41</b>	<b>\$21,505.53</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>-555.53</b>	<b>1,605.40</b>	<b>8,516.90</b>	<b>3,516.90</b>	<b>4,258.45</b>	<b>4,163.41</b>	<b>\$21,505.53</b>

# Financial Report – Cash Flow Reconciliation

<b>Starting Cash</b>	
Savings	\$ 52,634.79
Checking	\$ 177,461.96
<b>Total Starting Cash</b>	<b>\$ 230,096.75</b>
<b>Cash Inflow</b>	
Cash from Ops	\$ 42,580.47
Cash from Donation	\$ -
Cash from Inv	\$ 4.03
<b>Total Cash Inflow</b>	<b>\$ 42,584.50</b>
<b>Cash Outflow</b>	
Legal Expenses	\$ 8,215.00
Other Expenses	\$ 12,863.97
<b>Total Cash Outflow</b>	<b>\$ 21,078.97</b>
<b>Net Cash Inflow</b>	<b>\$ 21,505.53</b>
<b>Ending Cash</b>	
Savings	\$ 52,643.82
Checking	\$ 200,085.46
<b>Total Ending Cash</b>	<b>\$ 252,729.28</b>
<b>End - Starting Cash</b>	<b>\$ 22,632.53</b>
Difference	\$ 1,127.00
Prior Month Checks	\$ 673.00
Outstanding Checks	\$ (1,800.00)
<b>Unreconciled Difference</b>	<b>\$ -</b>

# Financial Report – Balance Sheet

## Assets

Cash	\$ 252,729.28
Total Assets	\$ 252,729.28

## Liabilities

Legal Reserve	\$ 50,000.00
Outstanding Checks	\$ 1,800.00
Other	\$ 80,000.00
Total Liabilities	\$ 131,800.00

## Member Equity

Member Equity	\$ 120,929.28
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# Financial Report – Budget & Upcoming Expenses

## March Proposed Budget

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

## Key Expenditures and Notes

- Union Leave Union Paid Time
- Still waiting on final configuration of SAP
- Audit Committee

# Core services realignment

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

## Our goal and role:

- Advocate for members, fight layoffs
- Demand transparency and better (any!) communication to impacted staff
- Point out flaws, risks, and impacts to city services, including unintended costs (contracting, etc.)
- Raise issues directly with electeds and CA Lee

## Status:

- **Comms:** 20% cut approved in Fall TAO, effective Jan. 2, 2026
- **Budget/finance:** indefinite hold until after budget season
- **All other areas:** Proposed cuts expected in Mayor's proposed FY 2026-27 effective July 1. City Ops DCA Warren presented [last week to Council](#), proposing drastic cuts at 20% or scenarios ranging from 12-17% still with tremendous staff impacts but, according to them, slightly fewer risks.

# Class Comp Committee

## Expectations

- 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.

# Class Comp Committee

## High Level Structure Update

- Committee (CPPW and HR) have a preliminary proposal for a foundational structure for CPPW classifications!
- We are working with HR to get some high level of sign off, then will initiate our next steps, which includes outreach/engagement with you!

# Class Comp Committee Next Steps

<ul style="list-style-type: none"><li>• Separate class comp study from 2026 bargaining. Continue two separate paths.</li></ul>	Now
<ul style="list-style-type: none"><li>• Committee: Draft summaries for each proposed classification;</li><li>• Committee: Use a 'job-families based' formula to map members into the proposed system;</li><li>• Committee: Engage members and managers with proposed system &amp; class specs;</li></ul>	Slow down during current bargaining. Then, over next 12-16 months
<ul style="list-style-type: none"><li>• HR: Draft final class spec documents;</li><li>• HR: Refine placement of members into system;</li><li>• HR: Implementation.</li><li>• CPPW: Bargain Impacts</li></ul>	Unknown  Possibly as part of 2028 Contract

# Bargaining Update

Since last General Membership Meeting

- Current article status:
  - Article 27, Standby & Callback: CPPW sent counter-proposal on 2/26
  - Article 24, Hours of Work: CPPW sent counter-proposal on 3/13
  - Article 16, Wages: **NEW!**
  - Article 22, Reduction in Workforce & Layoffs: No proposal yet
  - **NEW!** Opened Article 13, Other Leaves, Section 5: City Paid Immigration, Tribal and Citizenship Leave

# Bargaining Update

Today - March 19

- Visibility Day!
- Article 13, Other Leaves: Made improvements to City's counter-proposal of HRAR
- Article 16, Wages

# Bargaining Update

What is in our Wages article?

- Wage increases for all members:
  - 5% FY26-27
  - 3.5% FY27-28
- Improve Pay Equity access
- Secure COLA increases for the next two years at 1-5%
- Longevity Pay for 10+ years of service: 2%
- Safety Gear Allowance for required equipment

# Contract Action Team (CAT)

## Recent Actions!

- March 11th: Rapid Response mobilization to City Council Budget Work Session
- March 12th: Happy Hour at The Heist Food Carts
- March 19th: Visibility Day
- Ongoing: Worker Wednesdays!
- Ongoing: Happy Hours!

## How it Works

- CAT Members + CAT Communicators
- The Communicator Network



# Contract Action Team (CAT)

## **CAT Members**

2-3 hours/wk

Regularly attend weekly meetings

Event planning

Help with messaging

## **CAT Communicators**

~1 hour/wk

Send out personal communications to coworkers

Show up to events



## **Interested?**

Email **organizer@cppwunion.org**

or

Complete the **CAT Sign-Up Form**

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**"Trapping workers downtown and hoping they'll buy \$10 Subway sandwich for lunch is not an economic development plan."**

**Council President Dunphy (more or less verbatim), overheard at City Hall**