

CPPW General Membership Meeting

April 23, 2026



Agenda

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

Highlights

- ~100 members delivered a clear message to the mayor about our budget priorities
- CPPW members were present at every single budget open-house
- New swag available at:
 - The Portland Building – Kimberly Campbell-Groen
 - Vanport – Kevin Block
 - 1900 Building – Anna Shook
 - Interstate Water – Rachel Jamison
 - Wastewater Plant – George Lloyd



Financial Report

Income Statement

Statement of Activity by Class

City of Portland Professional Workers Union
March 2026

	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	◇ Total
∨ Revenue	-	-	-	-	-	-	-
Dues Receipts	4,237.20	8,474.42	8,474.42	8,474.42	4,237.20	8,474.40	42,372.06
Interest Income	0.44	0.89	0.89	0.90	0.45	0.90	4.47
Total for Revenue	4,237.64	8,475.31	8,475.31	8,475.32	4,237.65	8,475.30	\$42,376.53
Cost of Goods Sold	-	-	-	-	-	-	-
Gross Profit	4,237.64	8,475.31	8,475.31	8,475.32	4,237.65	8,475.30	\$42,376.53
∨ Expenditures	-	-	-	-	-	-	-
Food and Beverages	-	56.35	-	-	-	-	56.35
Legal Fees	-	5,922.21	-	-	-	4,205.89	10,128.10
Permits and Fees	55.03	-	-	-	-	-	55.03
Professional Services - Con...	-	-	8,630.00	5,000.00	-	-	13,630.00
Schwag	-	-	-	-	-	1,508.66	1,508.66
Software Subscriptions	3,289.95	-	-	-	-	-	3,289.95
Training	-	-	-	-	-	60.00	60.00
Total for Expenditures	3,344.98	5,978.56	8,630.00	5,000.00	-	5,774.55	\$28,728.09
Net Operating Revenue	892.66	2,496.75	-154.69	3,475.32	4,237.65	2,700.75	\$13,648.44
Other Revenue	-	-	-	-	-	-	-
Other Expenditures	-	-	-	-	-	-	-
Net Other Revenue	-	-	-	-	-	-	-
Net Revenue	892.66	2,496.75	-154.69	3,475.32	4,237.65	2,700.75	\$13,648.44

Financial Report

Cash Flow Reconciliation

Starting Cash	
Savings	\$ 52,643.79
Checking	\$ 200,085.46
Total Starting Cash	\$ 252,729.25
Cash Inflow	
Cash from Ops	\$ 42,372.06
Cash from Donation	\$ -
Cash from Inv	\$ 4.47
Total Cash Inflow	\$ 42,376.53
Cash Outflow	
Legal Expenses	\$ 10,128.10
Other Expenses	\$ 18,599.99
Total Cash Outflow	\$ 28,728.09
Net Cash Inflow	\$ 13,648.44
Ending Cash	
Savings	\$ 52,643.82
Checking	\$ 215,134.19
Total Ending Cash	\$ 267,778.01
End - Starting Cash	\$ 15,048.76
Difference	\$ 1,400.32
Prior Month Checks	\$ 600.00
Outstanding Checks	\$ (2,000.29)
Unreconciled Difference	\$ 0.03

Financial Report

Balance Sheet

Assets

Cash	\$ 267,778.01
Total Assets	\$ 267,778.01

Liabilities

Legal Reserve	\$ 50,000.00
Outstanding Checks	\$ 2,000.29
Other	\$ 80,000.00
Total Liabilities	\$ 132,000.29

Member Equity

Member Equity	\$ 135,777.72
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Financial Report

Budget and Upcoming Expenses

Admin – 10%

Bargaining – 20%

Comms – 20%

Organizing –20%

Stewards – 20%

Savings – 10%

Key Expenditures and Notes

Union Leave Union Paid Time - Quarterly and we should have it soon - Still waiting on final configuration of SAP

Audit Committee – We have a few folks who have expressed interest and plenty of room for more

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:

- **Analyzing the proposed budget**

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

Bargaining Update

Since last General Membership Meeting

Current article status:

- Article 27, Standby & Callback: CPPW received City counter and sent back another counter-proposal on 4/16
- Article 24, Hours of Work: CPPW received City counter and sent back another counter-proposal on 4/16
- Article 16, Wages: City provided counter on 4/16;
 - City proposed 2% wage increases in year 1 & 1.5% wage increases in year 2
 - City proposed cutting COLA completely
 - CPPW maintaining position on original proposal
- Article 22, Reduction in Workforce & Layoffs: CPPW sent proposal on 4/16
- **TA!** Reached tentative agreement on Article 13, Other Leaves, Section 5: City Paid Immigration, Tribal and Citizenship Leave on 4/16

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

Bargaining Update

Wins

- Some movement from City on some articles
- Article 13, Other Leaves: Tentative Agreement signed

Contract Action Team (CAT)

Recent Actions!

- April 4: District 4 Budget Open House
- April 8: District 3 Budget Open House
- April 9: Happy Hour
- April 13: District 1 Budget Open House
- April 16: MESSAGE TO THE MAYOR!!!
- April 21: Testimony at City Council
- Ongoing: Worker Wednesdays!



Contract Action Team (CAT)

How it Works

CAT Members + CAT Communicators

The Communicator Network

- **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**

"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