

CPPW General Membership Meeting

May 21, 2026



Agenda

- Highlights
- Treasurer Report
- You are the Union – Opportunities!
- Professional Development Fund
- Bargaining
- Core Realignment
- Stewards Corner
- Contract Action Team

Highlights

- Won our first settlement from the City!
- Supported & advocated for the PBOT funding package that preserved many CPPW jobs.
- Began Impact Bargaining around layoffs (more on this later).
- More than 100 CPPW members advocated for each other and the services we provide Portland during the budget process.
 - Morillo 1 – saved CPPW positions and restored hours to positions.
 - Kanal 3 – supporting members in public elections office



Financial Report


Income Statement

City of Portland Professional Workers Union

Statement of Activity by Class

April 2026

	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	◇ Total
∨ Revenue							
Dues Receipts	4,226.11	8,452.25	8,452.25	8,452.25	4,226.12	8,452.23	42,261.21
Interest Income	0.47	0.94	0.94	0.95	0.47	0.96	4.73
Total for Revenue	4,226.58	8,453.19	8,453.19	8,453.20	4,226.59	8,453.19	\$42,265.94
Gross Profit	4,226.58	8,453.19	8,453.19	8,453.20	4,226.59	8,453.19	\$42,265.94
∨ Expenditures							
Facilities Rental				227.50			227.50
Food and Beverages	28.20			688.56			716.76
Legal Fees		3,889.00				3,671.00	7,560.00
Parking		72.66		28.00			100.66
Printing				114.75			114.75
Professional Services - Cont...			8,510.00	5,000.00			13,510.00
Schwag				1,508.66			1,508.66
Software Subscriptions	518.97						518.97
Supplies				119.47			119.47
Training	825.00			165.00			990.00
Total for Expenditures	1,372.17	3,961.66	8,510.00	7,851.94		3,671.00	\$25,366.77
Net Operating Revenue	2,854.41	4,491.53	-56.81	601.26	4,226.59	4,782.19	\$16,899.17
Net Revenue	2,854.41	4,491.53	-56.81	601.26	4,226.59	4,782.19	\$16,899.17

 Add note

Accrual basis | Thursday, May 21, 2026 10:45 AM GMT-07:00

Financial Report

Cash Flow Reconciliation

City of Portland Professional Workers Union

Statement of Cash Flows

April 2026

Full name	Total
▼ OPERATING ACTIVITIES	
Net Revenue	16,899.17
Adjustments to reconcile Net Revenue to Net Cash provided by op...	
Net cash provided by operating activities	\$16,899.17
NET CASH INCREASE FOR PERIOD	\$16,899.17
Cash at beginning of period	\$244,729.20
CASH AT END OF PERIOD	\$261,628.37

 [Add note](#)

Thursday, May 21, 2026 10:58 AM GMT-07:00

Financial Report

Balance Sheet

Assets

Cash	\$ 261,628.37
Total Assets	\$ 261,628.37

Liabilities

Legal Reserve	\$ 50,000.00
Outstanding Checks	\$ 5,000.00
Other	\$ 100,000.00
Total Liabilities	\$ 155,000.00

Member Equity

Member Equity	\$ 106,628.37
---------------	---------------

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

You are the Union

CPPW Audit Committee

- Size dependent on number of folks interested – ideally something like 4-6
- No experience or financial training necessary
- This is the first audit, so duration of project is uncertain – probably in the 5-6 hour range
- Still waiting on ULUP billing for finalized statements – Promised to us in May

You are the Union Communications Committee

- Seeking a group of members to help with a variety of union communications.
- Help your union be even more responsive, proactive, and gooder at grammer :)
- What you can do:
 - Help with CPPW website, emails, texts, and social media
 - Help with communications strategy (that also involves contributing to labor of creating the work)
 - Help with art, design, fliers
 - Help with news media – pitching articles, prepping speakers, etc
 - Something else clever that you pitch...

You are the Union

CPPW Elections Committee

- The Elections Committee of 3-5 members runs and supervises CPPW Elections
- Members cannot be a current or upcoming officer or candidate.
- Very easy way to get involved with the union. Duties include, managing election rules, answering questions from candidates, updating CPPW website with candidate information and running forums.
- Regular elections are in November, but if these stupid layoffs happen, we may need to have some interim elections to replace officers who are laid off.

You are the Union Contract Action Team (CAT)

CAT Members

- ~2-3 hours/wk
- Coordinate w the team at weekly meetings
- Strategize on how to win the strong contract you deserve
- Execute those ideas – events, activities, etc

CAT Communicators

- ~1 hour/wk
- Get internal updates on what is happening in your union and tell your coworkers in a supported & coordinated fashion
- Attend events



Professional Development Fund

Increased cap by \$1,000

The new Cap is \$4,000 through the end of the year

What this means:

- Funds start at \$0 on July 1
- Past requests that were over \$3,000 can now get reimbursed up to 1K
- Email completed form to CPPWProfDevFund@PortlandOregon.gov

Bargaining Update

Overall Situation

- Budget and Layoffs have been your union's focus.
- We know there is a challenging budget, but the Bargaining Team is pushing & advocating to get support for increased funding for our contract from Council.
- Bargaining is slow right now.
- Have spent two sessions bargaining the impacts of potential layoffs.

No Movement from City:

- Article 13, Other Leaves, Section 5: City Paid Immigration, Tribal and Citizenship Leave reached tentative agreement on 4/16
- Article 27, Standby & Callback: CPPW sent counter-proposal on 4/16
- Article 24, Hours of Work: CPPW sent counter-proposal on 4/16
- Article 22, Reduction in Workforce & Layoffs: CPPW sent proposal on 4/16

Bargaining Update

What is in our Wages article?

	CPPW Proposal	City Counter	CPPW Counter
Wage Increase Year 1	5%	2%	3.5%
Wage Increase Year 2	3.5%	1.5%	4.5%
COLA	Range: 1 - 5%	0	Range: 1 - 5%
Longevity	2%: 10 year +	0	2%: 10 year +
Safety Gear	\$350	\$350	\$350
Top Of Class Adjustment	Top of Class moves up with both COLA & Merit	No adjustment	Only adjusts with COLA

Update – Impact Bargaining

What is Impact Bargaining? Impact bargaining is when your union demands to bargain with the City over the impacts of a significant change in the workplace. In this case, layoffs.

What are we bargaining for?

- A layoff date that ensures our members have accurate seniority calculations and reasonable qualifications assessments that can be verified
- A healthcare runway (i.e. layoff date that's early in the month)
- Access to vacant Limited Term positions through bumping
- Early retirement option
- Extended access to Priority Reemployment – *City has confirmed, Priority Reemployment starts upon formal notification and ends 120 days after effective layoff*

Update – Core realignment

What's happening

- Your union and your coworkers worked their asses off to speak out on this mess the past 6 months and it showed
- Morillo-Green-Novick 1 amendment failed in 6-6 vote yesterday (key “no” votes: Novick and Pirtle-Guiney)
- Promises of labor summit (Novick) or more amendments before budget adoption all TBD

What this means

- Cuts in HR, Procurement, Technology, Engagement all moving forward, along with cuts to vacant Equity positions
- Formal layoff notices were last week, continuing this
- Stewards working 1-on-1 with members through process
- Some members forced to apply to non-union jobs in HR
- Demotions for some, lateral moves for others

What's next

- Impact bargaining, filing of grievances and unfair labor practices (ULPs), trying to push out effective date for insurance
- Engagement realignment moving to “Phase 2”?
- Equity and budget/finance realignment TBD

What you can do

- Support your coworkers going through it
- HR All-Staff May 27 – Wear BLUE
- Report back on the impact to services, what you're hearing, or what extra work is coming to you
- Set clear boundaries in your role
- Work to rule...

Stewards Corner – Work to Rule

What is work to rule?

Doing *exactly* what is required in your job, *exactly* how it is written down and nothing more. Be sure to follow *all* safety and administrative rules.

Why is it important?

Sometimes our administrative protections aren't enough. Grievances and ULPs take time and sometimes fail.

Why are we talking about this now?

The City is demoting 6 of our coworkers through core service realignment.



Renaissance Faire Rallye

¶Hear Ye, ¶Hear Ye!

Mayor Wilson says we must preserve
Portland's "Renaissance" by laying off
hundreds of Union workers and cutting
essential services that Portlanders depend on.

Join your coworkers and siblings in city
unions for a family friendly event.
Costume and snacks provided! Face painting
and games for the kids.

SATURDAY
June 6TH 12-2 PM AT CITY
HALL



“Labor remembers.”

**—Councilor Mitch Green during Morillo-Green-Novick 1
amendment vote**