

# Bargaining Update

## Overall Situation

- Budget and Layoffs have been your union's focus. We've been doing impact bargaining to mitigate the impacts of layoffs.
- We know there is a challenging budget this year. The Bargaining Team is advocating to get support for increased funding for our contract from Council.
- Bargaining is stalling with most recent round of proposals – City is mostly sticking to where they are at.
- Timeline: We are still in "**active bargaining**", that 150 day timeline is up **Jun 16**. We can ask to move to mediation sooner, if it feels appropriate (requires agreement with the City).
- *Note on following slides: **Bold** signifies change.*

June 3, 2026

# Bargaining Update

## Article 27: Standby & Callback

### CPPW:

- Standby should apply to **all members** who are assigned standby by their supervisor.
- Callback time for 30 min or more of **remote work receives 1.5x hourly rate as comp time.**

### Agreement:

- Initial contact time period has minimum with **flexibility for longer time** based on program.
- Employees may receive standby time as "comp time" or paid time

### City:

Standby for Bureau of Environmental Services, **Portland Police Bureau, Water, City Communications in City Operations, and Bureau of Emergency Management.**

# Bargaining Update

## Article 24: Hours of Work

### CPPW:

- Emergency work scheduling changes applies to **FSLA Exempt workers (non-overtime eligible)**.
- In-person **exemption** for exceptional circumstances.
- **Defining in-person time** to include all work at a city facility or any location required by your assignment.
- Move from 6 week to **90-day notice** for change to work location designation.
- Members required to work in-person 50% of time (but less than 100% of time) allotted **2 additional personal days**.

### Agreement:

- Clarify "alternative" schedule to match Holiday article.
- Move from 7 to **14 days** for notification of regular schedule change.
- Schedule change payout applies to full & **partial activation** of ICS.
- If location designation changes it will be done in writing and state reason.

# Bargaining Update

## Article 22: Reductions in Workforce & Layoffs

### CPPW:

- **Citywide bumping** as the broadest step for all classifications, and to align with recall rights.
- **Start layoffs with contract employees**
- **25% of sick hours converted to vacation hours**
- **Seniority reinstated upon recall**

### City:

- Maintain current seniority and bumping parameters

### Agreement:

- Clarity on where bumping starts (**assigned bureau** vs centralized bureau)
- Update to Office **or equivalent**
- Add in recall language, not just reference to HRAR.

# Wages

	CPPW Proposal (3.19.26)	City Counter (4.16.26)	CPPW Counter (5.19.26)	City Counter (5.28.26)	CPPW Counter (6.11.26)
Wage Increase FY 26-27	5%	2%	3.5%	2%	3.5%
Wage Increase FY 27-28	3.5%	1.5%	4.5%	2%	4.5%
COLA	Range: 1 - 5%	0	Range: 1 - 5%	0	Range: 1 - 5%
Longevity	2%: 10 year +	0	2%: 10 year +	0	2%: 10 year +
Safety Gear	\$350	\$350	\$350	\$350	\$350
Top Of Class Adjustment	Top of Class moves up with both COLA & Merit	No adjustment	Adjusts up with COLA	No adjustment	Adjusts up with COLA