

CPPW General Membership Meeting

June 18, 2026



Agenda

General Membership Meeting – June 18, 2026

- Highlights (5 min)
- Treasurer Report (3 min)
- Hiring Update (2 min)
- Budget Debrief (15 min)
- Core Realignment (5 min)
- Political Committee (5 min)
- Bargaining (15 min)
- Stewards Corner (5 min)



Highlights

- Layoff delay until August 3.
- Labor Summit – mediocre highlight TBH.
- Several media hits that covered the importance of members work & the budget failure.
- Multi-union petition w/ 74 signers in support of CPPW member + testimony.
- Member leaders got hands on training around steward work, organizing, and bargaining at Labor Notes.
- 150 – 200 people came out to Ren Faire (in the rain!) for cross-union solidarity.
- Launched the Strike Pledge!



Financial Report

Income Statement

City of Portland Professional Workers Union
Statement of Activity by Class
May 2026

	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	⬆️ Total
▼ Revenue							
Dues Receipts	4,232.90	8,465.81	8,465.81	8,465.81	4,232.90	8,465.84	42,329.07
Interest Income	0.57	1.15	1.15	1.15	0.57	1.15	5.74
Total for Revenue	4,233.47	8,466.96	8,466.96	8,466.96	4,233.47	8,466.99	\$42,334.81
Gross Profit	4,233.47	8,466.96	8,466.96	8,466.96	4,233.47	8,466.99	\$42,334.81
▼ Expenditures							
Airfare				2,042.38			2,042.38
Food and Beverages				186.88			186.88
Legal Fees		4,309.16				1,089.00	5,398.16
Permits and Fees	41.00						41.00
Professional Services - Cont...			2,357.50	5,000.00			7,357.50
Software Subscriptions	463.97			1,915.20			2,379.17
Total for Expenditures	504.97	4,309.16	2,357.50	9,144.46		1,089.00	\$17,405.09
Net Operating Revenue	3,728.50	4,157.80	6,109.46	-677.50	4,233.47	7,377.99	\$24,929.72
Net Revenue	3,728.50	4,157.80	6,109.46	-677.50	4,233.47	7,377.99	\$24,929.72

 Add note

Accrual basis | Thursday, June 18, 2026 08:31 AM GMT-07:00

Financial Report

Cash Flow Reconciliation

City of Portland Professional Workers Union

Statement of Cash Flows

May 2026

Full name	↕ Total
▼ OPERATING ACTIVITIES	
Net Revenue	24,929.72
Adjustments to reconcile Net Revenue to Net Cash provided by oper...	
Net cash provided by operating activities	\$24,929.72
NET CASH INCREASE FOR PERIOD	\$24,929.72
Cash at beginning of period	\$261,628.37
CASH AT END OF PERIOD	\$286,558.09

 Add note

Thursday, June 18, 2026 08:35 AM GMT-07:00

Financial Report

Balance Sheet

Assets	
Cash	\$ 286,558.09
Total Assets	\$ 286,558.09
Liabilities	
Legal Reserve	\$ 50,000.00
Outstanding Checks	\$ 19,946.93
Other	\$ 110,000.00
Total Liabilities	\$ 179,946.93
Member Equity	
Member Equity	\$ 106,611.16

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

Work Opportunity

Your union is ready for staff support!

The Executive Board is preparing to hire two roles:

- Administrative Support - part time (~10 hours per week)
 - Must be exceptionally organized, good with spreadsheet and technology, intimidatingly reliable, and available during typical daytime working hours.
 - Manage membership database, dues system, information request tracking.
 - Engage and monitor the City to hold them to the standards of our contract.
- Internal organizer – full time
 - Must have significant public sector union organizing experience (5 years minimum, 8 preferred).
- Compensation is still being figured out but will be in line with CPPW member wages for similar work and fair market rate.

Budget Debrief

No Slide – Stop Sharing

Update – Core realignment

What's happening

- HR, Procurement, and Technology full speed ahead, including Engagement cuts and cuts to vacant Equity positions.
- Continued realignments of Engagement, Equity and Budget/Finance TBD

What your union is doing

- Stewards working 1-on-1 with members
- Impact bargaining ongoing
- Filing of grievances and Unfair Labor Practices (ULP) related to demotions, deunionization, and other major issues with layoff/bumping procedures
- Demanding city admins work with labor

What you can do and help track

- **Support** your coworkers going through it
- Set clear **boundaries** around your work
- **WORK TO RULE**
- Report **inefficiencies**
- Report **added costs**
- Report **contracting out** our work
- Report added **workload** or requests to work out of class with out compensation
- Report changes in **working conditions**
- Watch for and comment on **service level agreements**

Political Committee

Quick Update

- Who we are.
- What are we doing and why?
- Process.
- How you can get involved.



Bargaining Update

Overall Situation

- 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 has grinded to a halt.
- We are moving to mediation.

CPPW BARGAINING REOPENER TIMELINE

PREPARE FOR BARGAINING

We won our first contract by organizing together. Now it's open again. Four articles are open for bargaining: Article 16-Wages, Article 22-Reductions in Workforce & Layoffs, Article 24-Hours of Work, and Article 27-Standby and Callback Pay.

DIRECT BARGAINING

Parties meet to review proposals with a legal obligation to bargain for at least 150 days in attempt to reach an agreement.

MEDIATION

If the parties do not reach agreement after 150 days, either party can initiate the mediation process. Mediation lasts a minimum of 15 days.

WE ARE HERE

IMPASSE

If an agreement isn't reached during mediation, either party can declare an impasse. Within 7 days of impasse, both parties must submit their final contract offers to the mediator.

COOLING OFF PERIOD

A 30-day cooling-off period follows the publication of the final offers. During this time, the parties may continue to resolve disputes.

CPPW CAN STRIKE

If no agreement is reached to this point, the City can implement its final proposal without union approval. And, CPPW can strike to demand a better contract than the City's final offer.



A "Bargaining Reopener" follows the same steps and timeline as bargaining, following the rules laid out in the Public Employee Collective Bargaining Act (PECBA).

Tentative Agreement can be reached at any time. Then, City Council and CPPW card-signed members will vote to ratify or reject the contract.

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.

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 27: Standby & Callback

CPPW:

- Callback time for 30 min or more of **remote work receives 1.5x hourly rate as comp time.**

Agreement:

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

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	City Counter	CPPW Counter	City Counter (5/28)
Wage Increase Year 1	5%	2%	3.5%	2%
Wage Increase Year 2	3.5%	1.5%	4.5%	2%
COLA	Range: 1 - 5%	0	Range: 1 - 5%	0
Longevity	2%: 10 year +	0	2%: 10 year +	0
Safety Gear	\$350	\$350	\$350	\$350
Top Of Class Adjustment	Top of Class moves up with both COLA & Merit	No adjustment	Only adjusts with COLA	No adjustment

Bargaining - What's Next

Mediation Is On!

The City has agreed to move to mediation and we have submitted necessary paperwork. We do not know when we will be assigned a mediator. Unclear if we will meet for mediation while we wait for the mediator.

Strike Pledge

The time is now – the Mayor has issued his mandate on COLA, City wage proposal is horrible, & they are stuck on keeping a layoff protection article that doesn't reflect the current City structure.

Will you make a public pledge that—should the City force our hand—you would be ready to authorize a strike?

**SIGN
THE
STRIKE
PLEDGE:**



All represented members may sign, whether or not you have signed your union card yet.

CPPWUNION.ORG



Phone Bank

What?

In person phone banking in support of our strike pledge

When?

Saturday 6/27, ~10 AM until we have called everyone

Where?

TBD

Why?

It works, but it's hard, let's do it together. Food will be provided!

Who?

YOU!

2026 Strike Pledge Phone Banking
RSVP

