

CPPW General Membership Meeting

July 17, 2026



Agenda

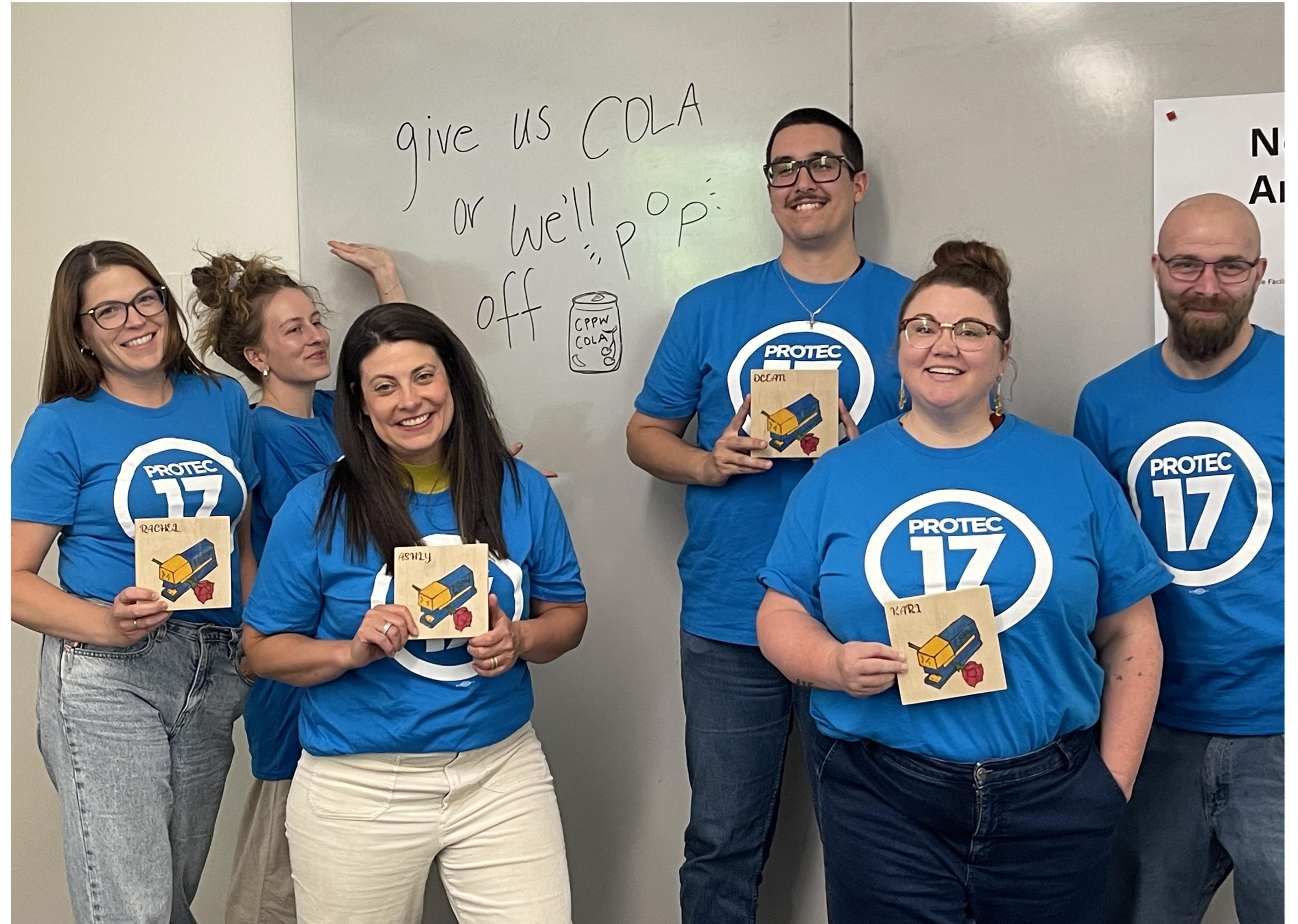
General Membership Meeting – July 17, 2026

- Highlights (5 min)
- Treasurer Report (3 min)
- Hiring Update (2 min)
- Core Realignment (5 min)
- Political Committee (5 min)
- Bargaining (15 min)
- Stewards Corner (10 min)



Highlights

- Advocated with CA Lee about COLA.
- Launch Swag Shop!
- Brought on contract support.
- Union Solidarity Day at Bargaining.
Protec17 & LiUNA 483 wearing CPPW to their bargaining.
- Joined Unions United to interview City Council candidates (Nick & Myrna!)
- Went to arbitration to fight restrictive start time policy for members at Streetcar.
- Won a grievance that confirmed higher seniority for multiple members.



Financial Report

Income Statement

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

	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	↕ Total
▼ Revenue							
Dues Receipts	6,287.45	12,574.91	12,574.91	12,574.91	6,287.45	12,574.92	62,874.55
Interest Income	0.55	1.11	1.11	1.11	0.55	1.12	5.55
Total for Revenue	6,288.00	12,576.02	12,576.02	12,576.02	6,288.00	12,576.04	\$62,880.10
Gross Profit	6,288.00	12,576.02	12,576.02	12,576.02	6,288.00	12,576.04	\$62,880.10
▼ Expenditures							
Food and Beverages		389.34		427.04			816.38
Legal Fees		1,756.50				6,102.50	7,859.00
Lodging				1,751.88			1,751.88
Parking		30.00					30.00
Printing				484.16			484.16
Professional Services - Cont...			6,095.00	5,000.00			11,095.00
Software Subscriptions	1,918.97						1,918.97
Supplies				296.96			296.96
Total for Expenditures	1,918.97	2,175.84	6,095.00	7,960.04		6,102.50	\$24,252.35
Net Operating Revenue	4,369.03	10,400.18	6,481.02	4,615.98	6,288.00	6,473.54	\$38,627.75
Net Revenue	4,369.03	10,400.18	6,481.02	4,615.98	6,288.00	6,473.54	\$38,627.75

 Add note

Accrual basis | Thursday, July 16, 2026 08:36 AM GMT-07:00

Financial Report

Cash Flow Reconciliation

City of Portland Professional Workers Union

Statement of Cash Flows

June 2026

Account Name	↕ Total
▼ OPERATING ACTIVITIES	
Net Revenue	38,627.75
▼ Adjustments to reconcile Net Revenue to Net Cash provided by ...	
Member Prepaid Expenses	-73.00
Total for Adjustments to reconcile Net Revenue to Net Cash pr...	-\$73.00
Net cash provided by operating activities	\$38,554.75
NET CASH INCREASE FOR PERIOD	\$38,554.75
Cash at beginning of period	\$286,558.09
CASH AT END OF PERIOD	\$325,112.84

 Add note

Thursday, July 16, 2026 08:51 AM GMT-07:00

Financial Report

Balance Sheet

Assets		
Prepaid Expenses	\$	73.00
Cash	\$	325,112.84
Total Assets	\$	325,185.84
Liabilities		
Legal Reserve	\$	50,000.00
Outstanding Checks	\$	10,978.03
Other	\$	110,000.00
Total Liabilities	\$	170,978.03
Member Equity		
Member Equity	\$	154,207.81

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 – I recently emailed folks who have expressed interest so far, please reach out to treasurer@cppwunion.org if you are interested

Hiring – Welcome Chris S

Chris S will be working as an Organizing Mentor for our team this summer (short term contract).

Longtime union leader with PAT and helped lead the Teachers Strike in 2023 as a member and elected union leader.

He'll be helping us build a strong member-to-member communication network, provide trainings, relaunch our Contract Action Team, and build a credible, powerful strike threat.

Update – Core realignment

What's happening

- HR, Procurement, and Technology all happening now.
- Continued realignments of Engagement, Equity in the works now ([anonymous Equity Practitioner and Partner survey](#) by 7/24)
- 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

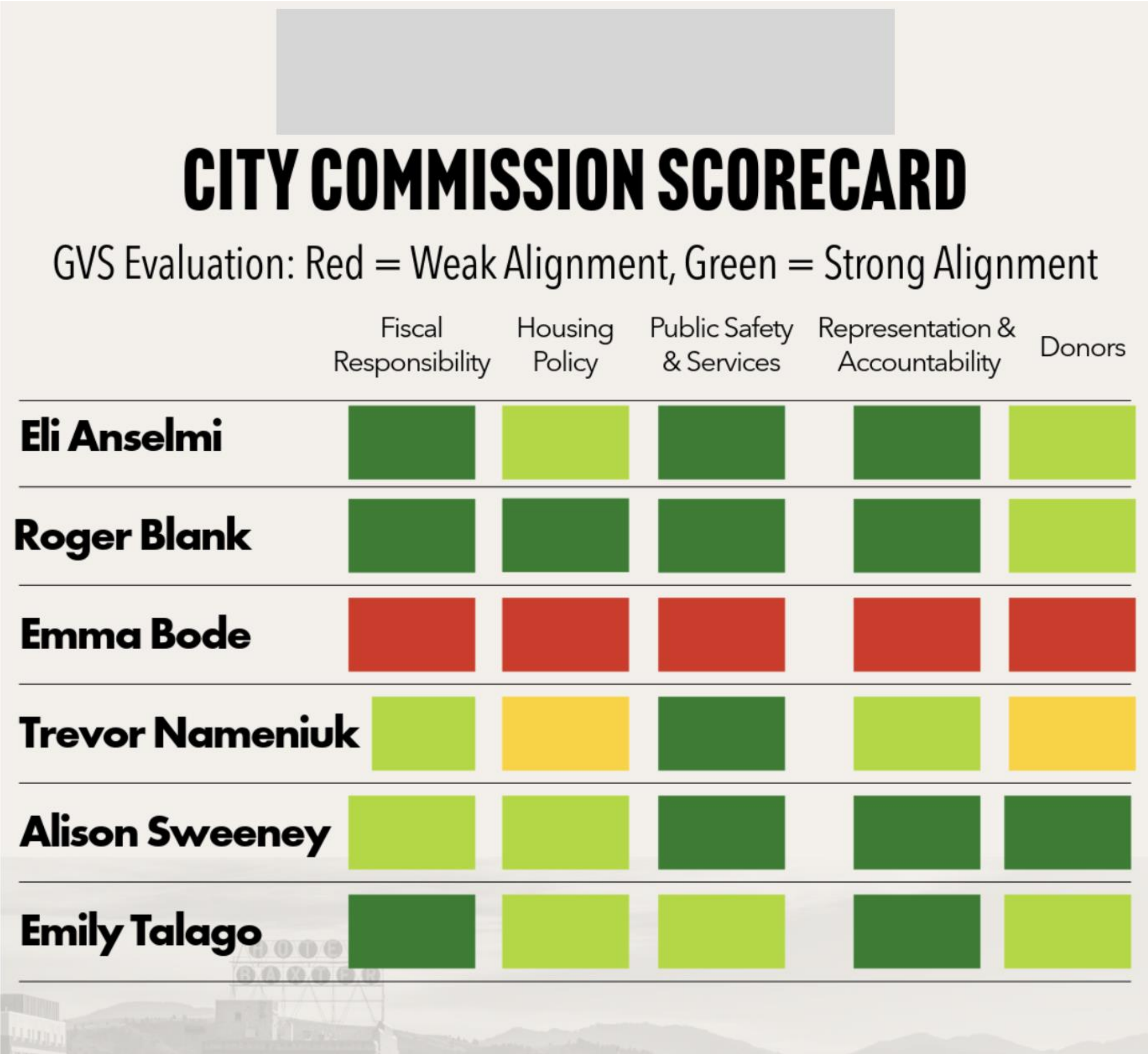
What you can do and help track

- **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

Ways to Engage:

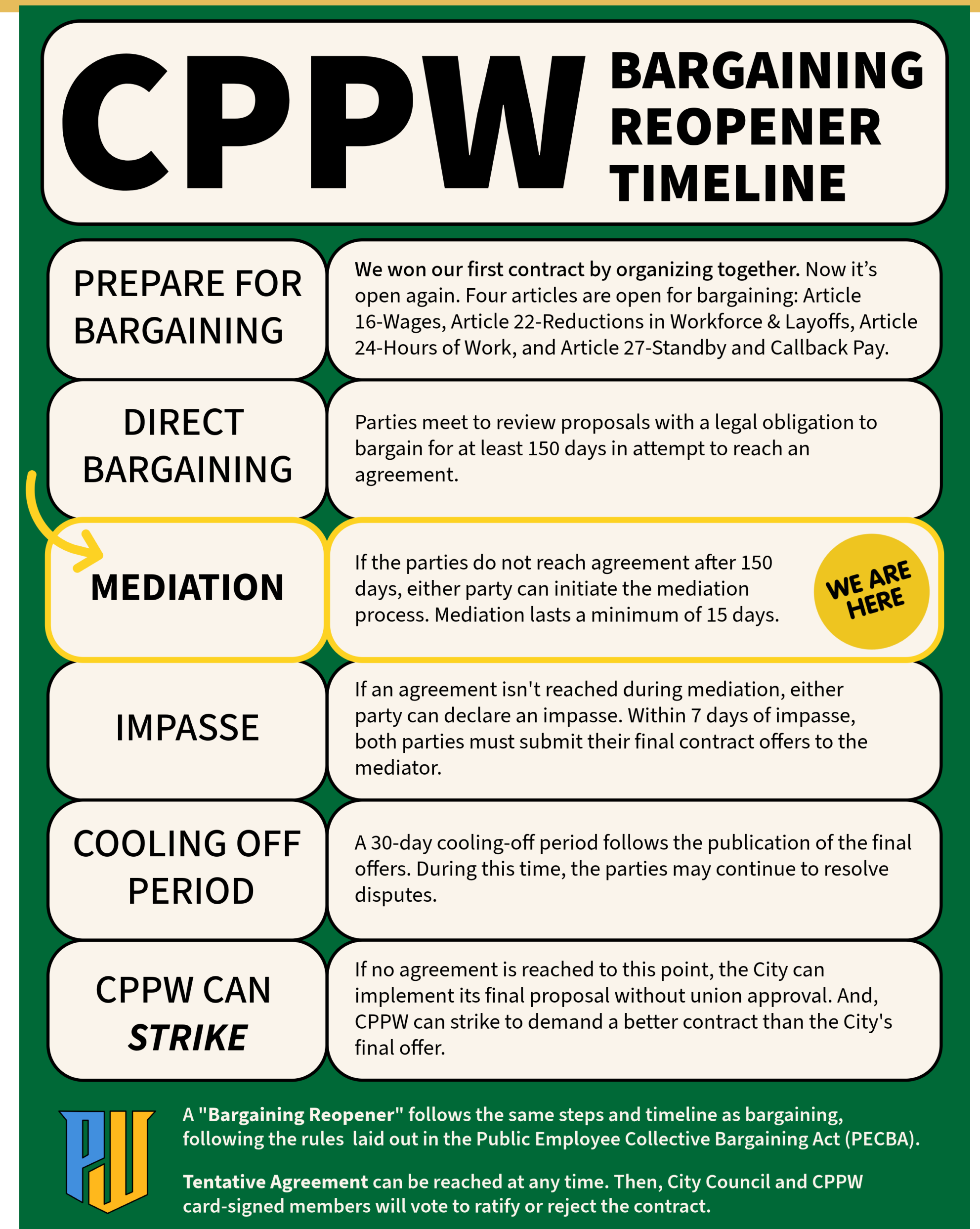
- Big Picture Structure
- Participate in the Questionnaire



Bargaining Update

Overall Situation

- There is a challenging budget, a difficult Mayor, and a deadlocked Council. We need strategy, solidarity, & power.
- We are moving to mediation. Mediation begins August 25.
- Walk through the timeline together ->



Bargaining Update

Article 22: Reductions in Workforce & Layoffs

CPPW:

- **Update:** Based on the experience in this budget cycle we are updating our layoffs article to include additional protections around the process. Specifically, what information needs to be provided to members and expanding the timeline.
- **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**

Wages

	Non-Rep & Manager Wage Increases	City 5.28.26 Proposal for CPPW Members	CPPW 6.11.26 Proposal for CPPW Members
Wage Increase FY 26-27	0	2% for members not at top of wage scale	3.5% for members not at top of wage scale
Wage Increase FY 27-28	TBD	2%	4.5%
COLA	3% only on first \$100,000	0	Range: 1 - 5% for all members on all wages based on CPI
Longevity	-	0	2%: all members w/ 10 year + at City
Safety Gear	-	\$350	\$350
Wage Scale Adjustment	Entire wage scale moves up 3%	No adjustment	Entire wage scale moves up same amount as COLA

Bargaining - What's Next

Mediation Begins: August 25

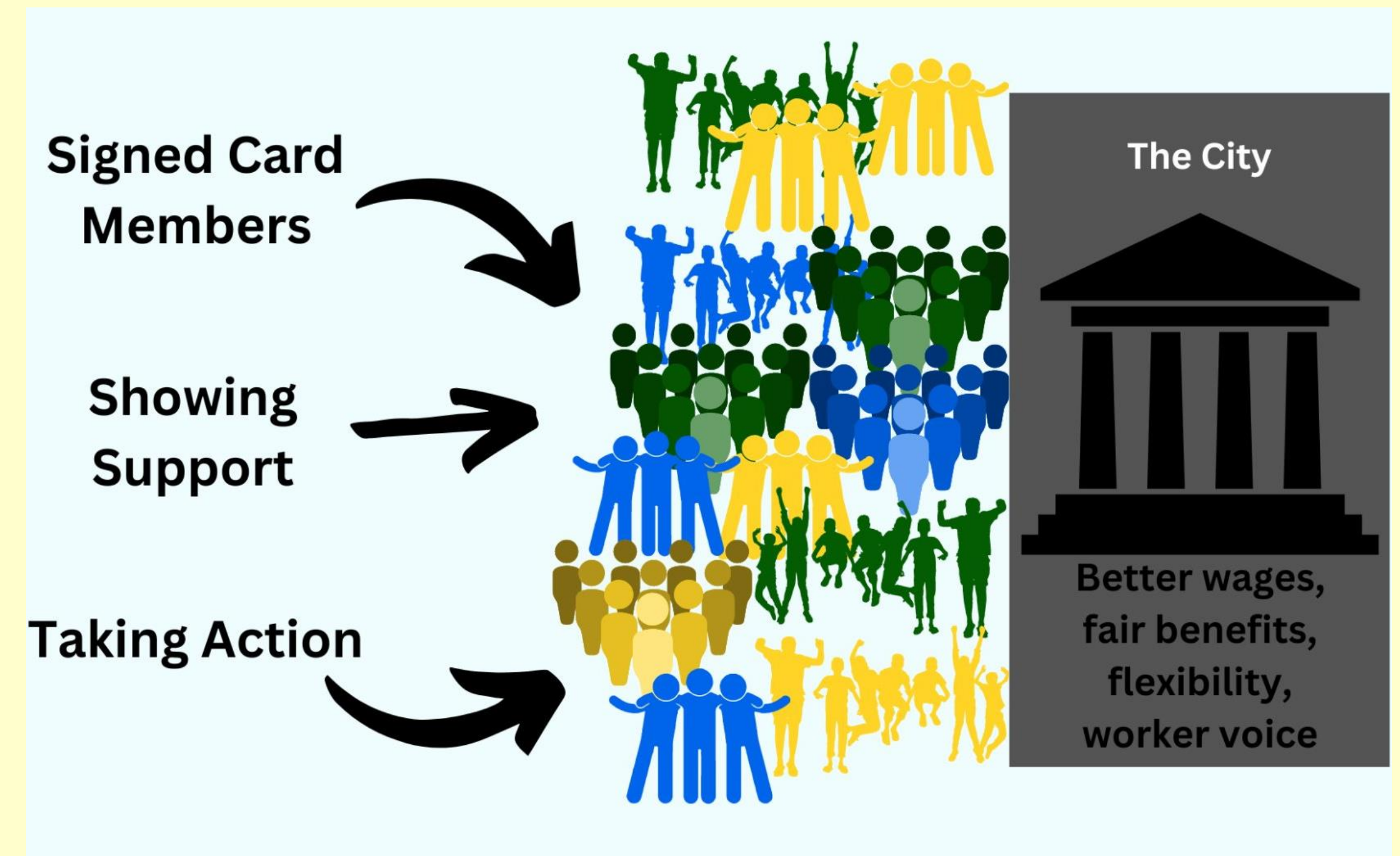
In the Meantime: CPPW is ready to negotiate.

7/9: We put forward a new proposal around the impacts of layoffs.

7/23: We are bringing in members to provide testimony about the specifics of the contract articles:

- Standby eligible members can't use the flex time they are owed.
- Non-OT eligible workers are not being compensated for emergency shift changes.
- Some mgrs are overly rigid with in-person work definitions making ppl to extra in-person time.
- Why members need in-person exemptions for exceptional circumstances & longer lead time for work location changes.

Bargaining - Power



Content Warning - Strikes

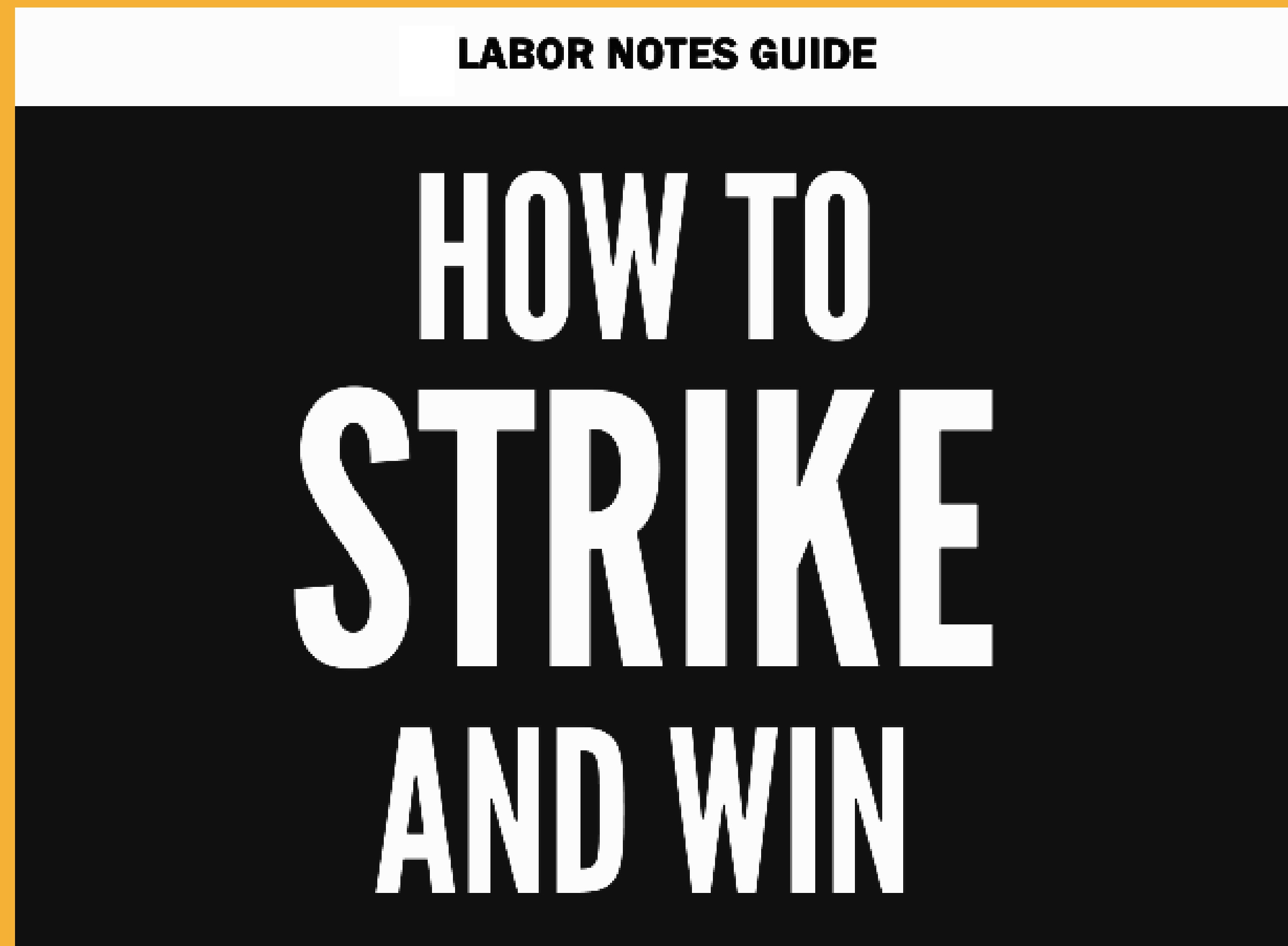
What we will discuss:

- Why strikes are important
- How public sector strikes are different from private sector
- What official steps we need to take to go on strike
- How to prepare for (and potentially avoid) a strike

What we won't discuss:

- Specific strategies
- Specific dates
- Specific places

A CPPW TAKE ON THE



Based on [“How to Strike and Win: A Labor Notes Guide”](#)

WHAT IS A STRIKE?

Withholding your labor is the most powerful tool you have.

The City **cannot function without you**—your work keeps everything running. A strike forces the City to recognize your power.

A strike proves that workplace is not a dictatorship—power at work belongs to you, too.



WHY STRIKES ARE IMPORTANT

Negotiations are about power. The City holds power, but your labor is its foundation.

Without you, nothing moves.

A credible strike threat forces the City to take you seriously—power concedes nothing voluntarily.



PUBLIC SECTOR STRIKES

Public sector strikes follow legal steps set by state law.

In Oregon, the law sets the rules—but when the time comes, workers make the strike powerful.

Leverage in a public sector strike is in halting operations and in public opinion (as opposed to private sector, where it is withholding production for profits)



TIMELINE

Foundation

Kick-off

Escalation

Strike Prep

STRIKE!

Resolution

CPPW BARGAINING TIMELINE

OUR PATH TO A STRONG, FIRST CONTRACT!

PREPARE FOR
BARGAINING

CPPW surveyed members to establish contract priorities. Both sides built bargaining teams and met to determine ground rules. We fought for open bargaining and won – you can attend any session!

→ DIRECT
BARGAINING

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

WE ARE
HERE

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.

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.

City of Portland
Professional Workers

- **Tentative Agreement** can be reached at any time. Then, City Council and CPPW card-signed members will vote to ratify or reject the contract.
- A **Strike Authorization Vote** can happen at any time. CPPW card-signed members vote to authorize a strike. This puts the City on notice that we are ready and willing to walk! And, this gives the Bargaining Team and the Executive Team the right to call a strike if needed within the legal timelines.

HOW TO AVOID IT

*A credible strike threat can be **just as powerful as a strike.***

*A union that demonstrates its **organizational capacity to strike** can compel an employer to move.*

*A strike threat is only credible if you **are willing to strike.***



HOW TO PREPARE

Get in the fighting spirit & connect with fellow workers.

Know the facts: attend meetings, talk with union leaders, read the provided material

Save up if you can!

Plan chants, build materials, expose the City's weak points.

Everyone can help - including family & friends.
Pledge to strike: voice your support



Join CPPW at Lazy Days Brewing for

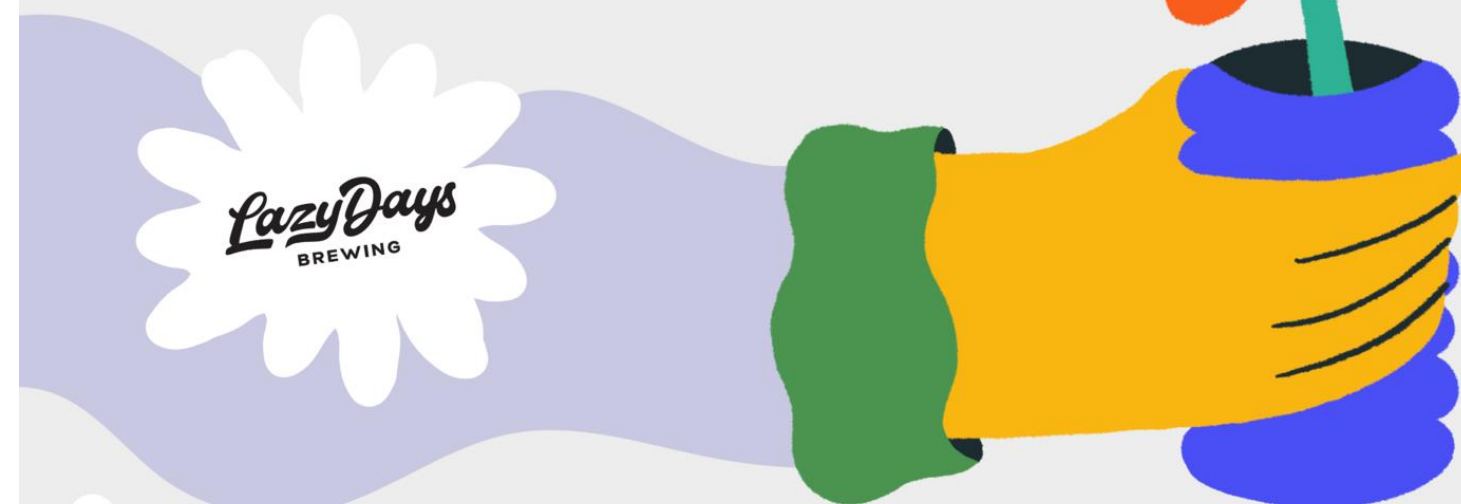


Drink & Donate

July 16 from 5:30 - 9:00

Lazy Days Brewing
2326 N Flint Ave.

family friendly



 \$1 donated from the sale
of every beer to support the
CPPW Member Hardship Fund

