

CPPW General Membership Meeting

August 20, 2026



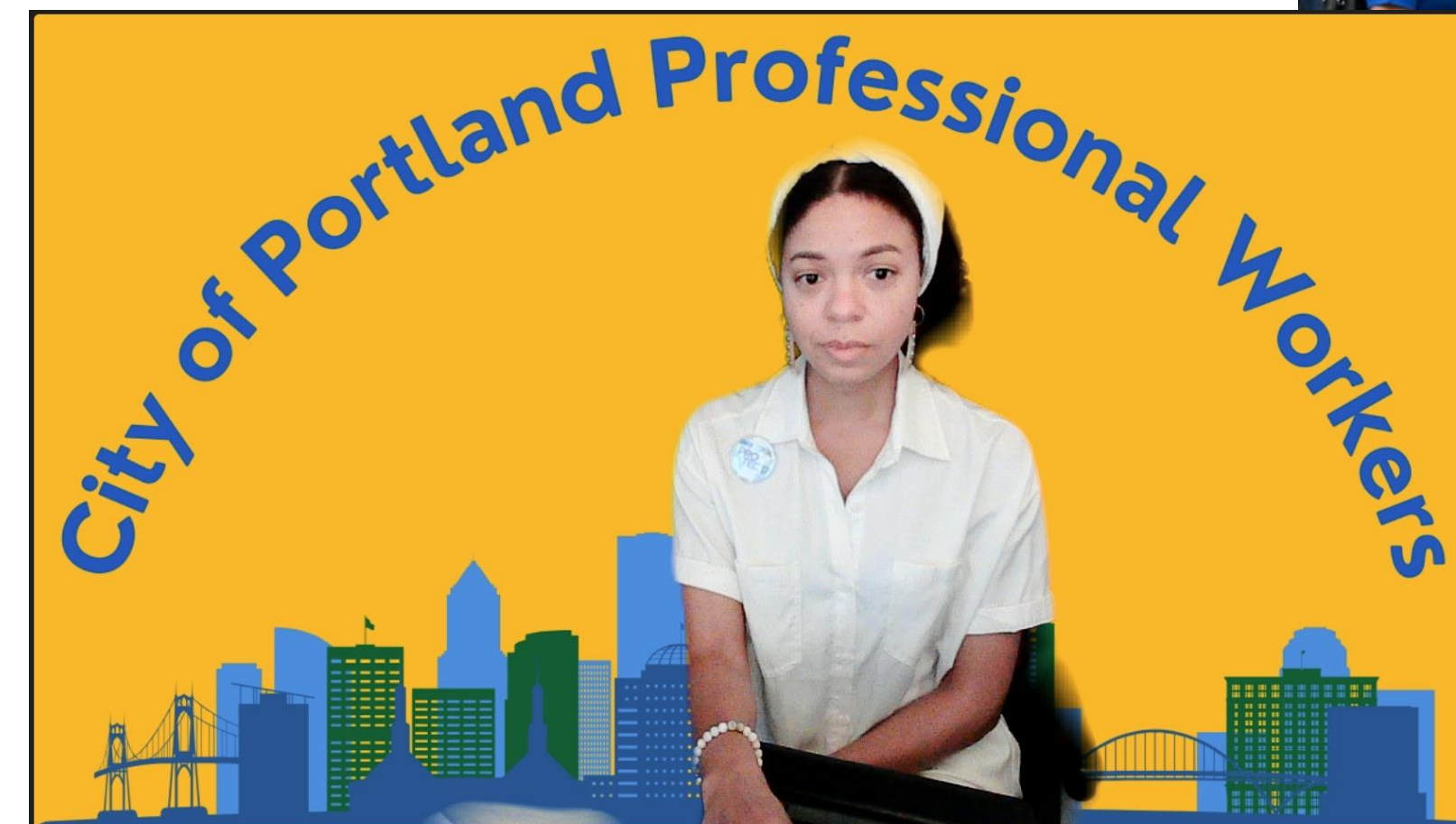
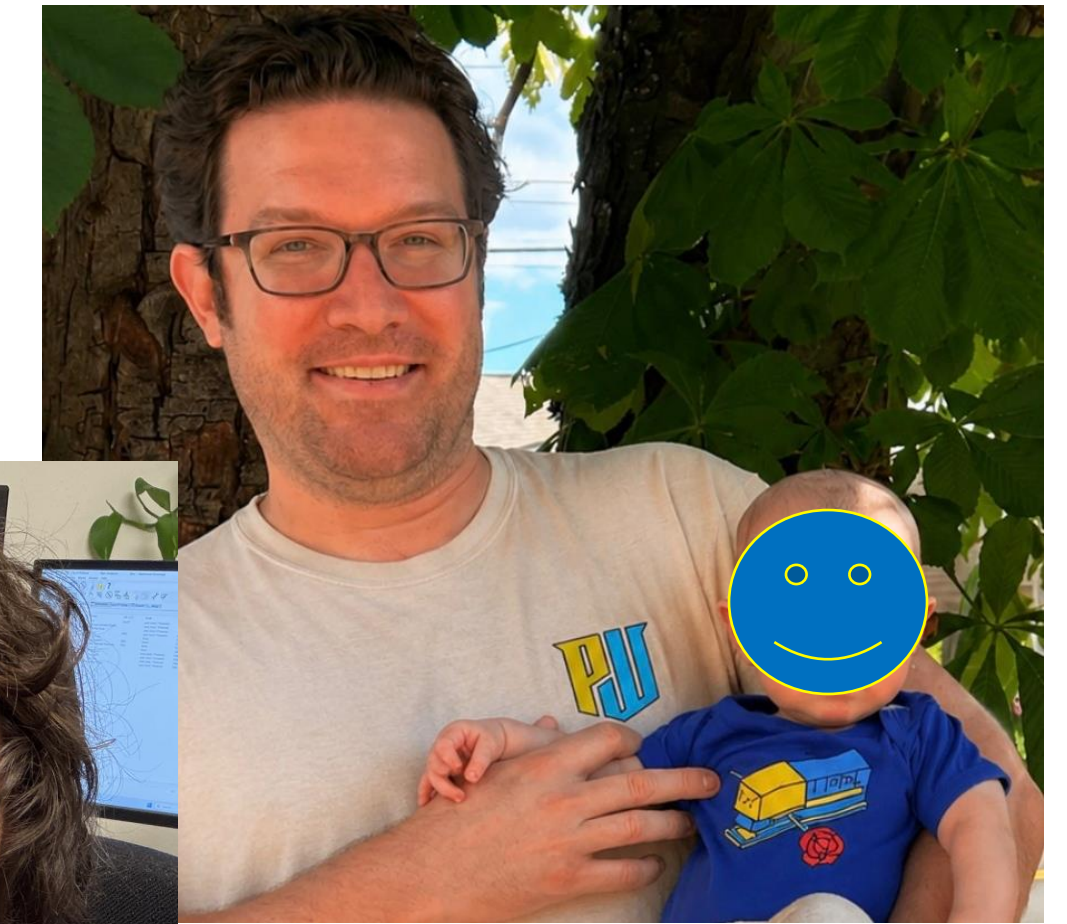
Agenda

- Highlights (5 min)
- Staffing Update (20 min)
- Nominations for E Board & Join Committees (5 min)
- Professional Development (5 min)
- Political update (2 min)
- Contract update (20 min)



Highlights

- Saved 4 (+1) jobs in final Budget ordinance.
- Brought 2 positions back into CPPW that were de-unionized due to core services realignment (CSR).
- Fought back a CSR demotion.
- Moved to arbitration on CSR de-unionizing.
- Unionwide City T-Shirt Day with several hundred people participating!
- Won a 2-year long grievance getting backpay for a member.
- All PBEM members emergency OT pay.
- Brought in new steward! (Nick Hash, Parks)
- Website updated!



Staffing Update: Current Situation

Union Leave:

Since Aug 2025, CPPW's President has been taking short term union leave (approximately ½ time each week). Other board members have used this leave on a limited, ad-hoc basis.

This leave has been incredibly useful and was a good start, but it has not allowed enough time to meet the needs of the organization.

Short term Union Leave is also unstable, must be negotiated week by week with management, and can be denied for certain reasons.

Staff Support:

CPPW has done ad hoc hiring of awesome short-term contractors or consultants, because we needed more time to settle into our dues system and understand our organizational needs.

Staffing Update

A few things are abundantly clear:

1. It is a priority for CPPW to be led by members.
2. Running your union on entirely volunteer capacity is not sustainable. Your union needs more capacity.
3. It is important and serious work to run a labor union of 800 members. Coordinating Union Leave over short periods is creating too much uncertainty/instability for both your union and the leaders taking the leave.
4. CPPW has multiple kinds of urgent work that it is time to address:
 - Running our organization
 - Working with the members on workplaces issues/campaigns (organizing)

Staffing Update: Proposals

The Executive Board has developed two proposals for moving forward to a more sustainable and consistent staffing structure. This new structure will allow us to build a stronger organization internally and prioritize developing deep member-leader infrastructure for our long-term success.

**The Executive Board is empowered by our Constitution to make staffing decisions
and we value democracy & transparency.**

Our intention is to bring these proposals forward for discussion, concerns, and considerations from members; update the proposals to reflect your thoughts; and bring the proposals to the Executive Board for a vote.

Proposal #1

An elected CPPW Union officer will take full-time Union Leave to do the work of managing our union and overseeing staff. At this point that will be the President.

The primary role of full-time union leave is to manage staff, union committees, and internal administration, coordinate collective bargaining and strike readiness, direct political work, and ensure effective communications. ([Job Description into chat!](#))

The member would still be a City of Portland employee and retain their current salary and benefits. CPPW would reimburse the City for the cost of the member's salary and benefits for a defined period of time. In this case, the duration of the current President's term (now - Nov 2027).

How do other City unions do it? AFSCME President is on FT union leave. LiUNA has 3 members on FT union leave.

Proposal #2

Hire a full-time union organizer with significant experience working with public sector workers.

To be a member-led union, we must have a well-organized membership.

One way to accomplish that is by bringing in an experienced union organizer. The Executive Board has known for some time that we would need a full-time staff position. [\(Draft job description into chat!\)](#)

This is a critical position to build our membership power, support and train our member leaders on the CAT and the stewards, and guide us in campaigns (like the current contract campaign). We would prioritize someone with significant public sector or similar labor organizing experience.

How do other City unions do it? Almost all have at least one full-time staff member.

Staffing Budget

CPPW Executive Team did a financial forecast to determine the capacity to staff our union.

CPPW has the resources necessary for both a full-time elected officer on Union Leave and a full-time union organizer without reducing any of our current projected expenditures for 2026 and 2027.

CPPW Statement of Financial Position As of July 2026		
Assets	\$349,612.04	As of July 31, 2026
Liabilities	\$182,211.00	Primarily Union Leave cost accrued Aug 2025 - Aug 2026, also legal reserve and outstanding checks
Member Equity	\$167,401.04	Reserves available to support the contract campaign, any potential strike, and unforeseen costs. NOT staffing costs in budget below

Staffing Budget

CPPW Pro Forma Statement of Activities 2026		
Income	Dues	\$520,000
Expense	Reserve/Savings	\$52,000
Expense	Legal	\$120,280
Expense	Everything else: Organizing, swag, tech, etc	\$189,450
Expense	Sept-Dec 2026 FT ULUP	\$50,488
Expense	Sept-Dec FT Union Organizer	\$45,000
2026 End of Year Net Resource Inflow		\$62,782

Staffing Budget

CPPW Operating Budget 2027		
Income	Dues	\$535,600
Expense	Reserve/Savings	\$53,560
Expense	Legal	\$100,000
Expense	Everything else: Organizing, swag, tech, etc	\$52,501
Expense	FT ULUP: wages + all benefits	\$164,338
Expense	FT Union Organizer	\$139,050
2027 Full Year Forecast Net Resource Inflow		\$26,151

Staffing Update: Process

The Executive Board is empowered by our Constitution to make these decisions *and* we value democracy & transparency.

Our intention is to bring this forward for discussion, concerns, considerations from members, update the proposal to reflect your thoughts before the Executive Board votes on the two proposals.

- Aug 20: Proposal & Discussion at CPPW General Membership Meeting (noon)
- Aug 21-23: Update proposal based on feedback from members (info@cppwunion.org)
- Aug 24: Executive Board Vote at standing E Board meeting (6:30-8pm)
- End of August: Finalize Memorandum of Understanding with HR.
- Sept: Implement FT Union Leave for CPPW President, then begin search for union organizer staff.

Staffing Update: Discussion

Proposal #1:

An elected CPPW Union officer will take full-time Union Leave to do the work of managing our union and overseeing staff. At this point that will be the President.

Proposal #2:

Hire a full-time union organizer with significant experience working with public sector workers.

Executive Board Nominations

This election is filling a vacancy for one of three at-large positions on your CPPW Executive Board. The term: Sept. 17, 2026 – Nov. 30, 2027.

- Any CPPW member who has been a card-signed member for *at least 6 months* is eligible for nomination.
- Nominations are open until EOD Aug 21, 2026.
- Members may nominate themselves or another member in writing to info@cppwunion.org or now during the meeting. Nominees will have the opportunity to accept their nomination.
- The Elections Committee will collect all candidate details, update the website, and organize the vote through a voting software company.
- Please join the Elections Committee – help democracy thrive here at CPPW!

Professional Development Fund

- New online request form—same questions, less emailing
- Annual cap (maximum you can request) for each member is now \$4,000
- Seeking new CPPW Professional Development Fund members—email Priscilla.Wu@PortlandOregon.gov with your interest by September 30



New PDF request form



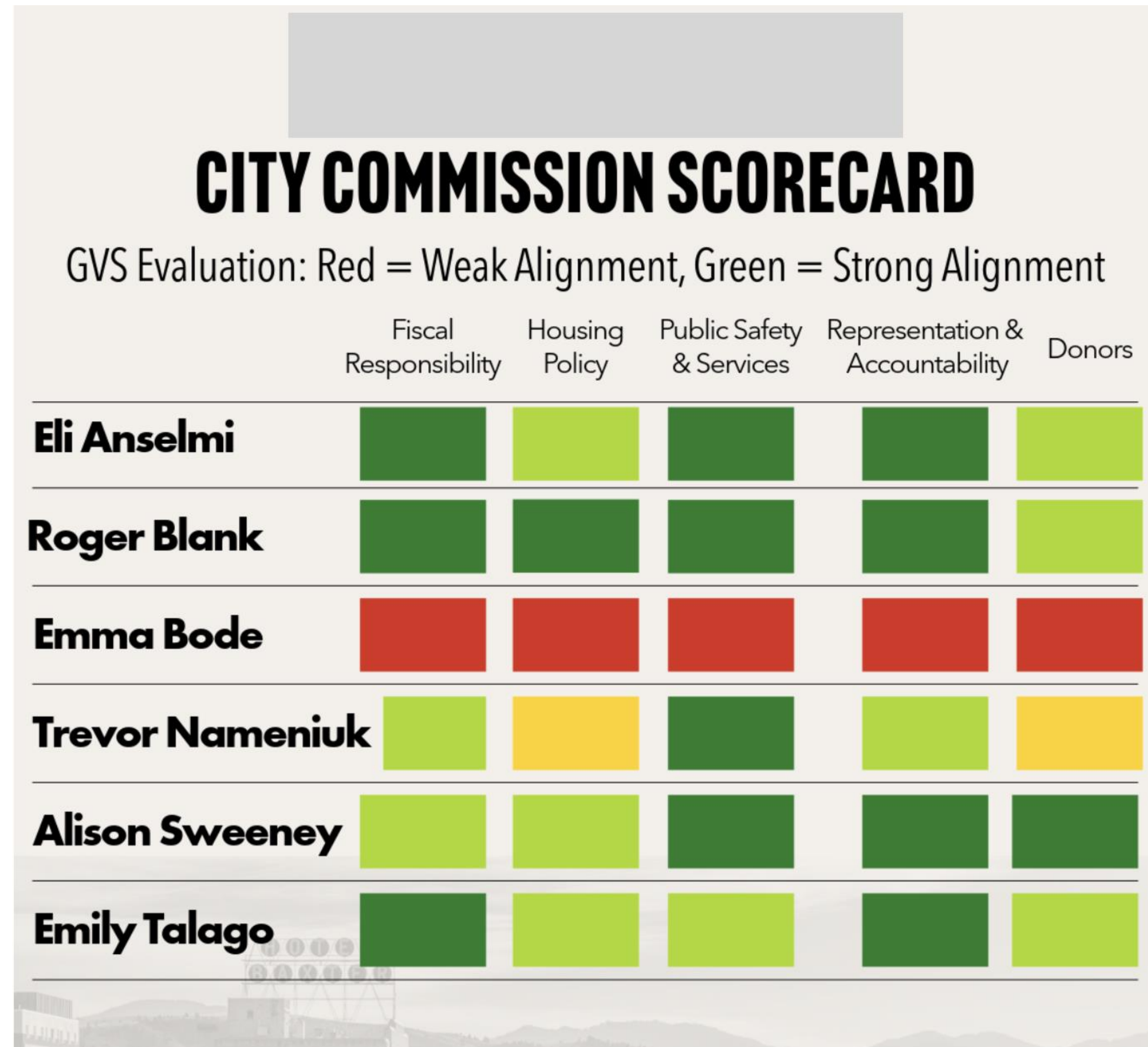
CPPW PDF webpage

Political Committee

Candidates have filled out the questionnaire. Now it's time to score.

All card signed members are welcome to join in the scoring process next week.

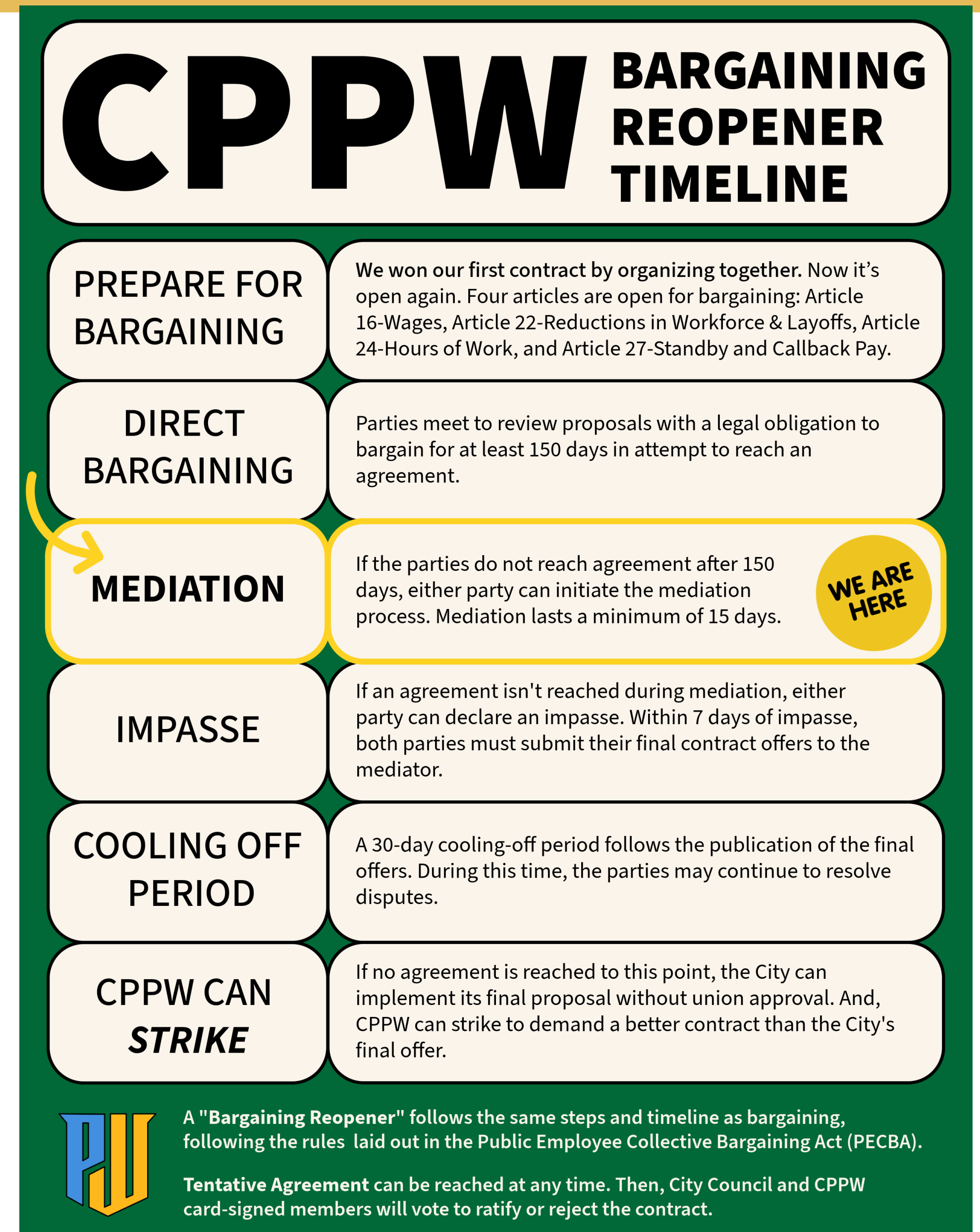
Contact Nickolas Hash:
Nickolas.Hash@gmail.com



Bargaining Update

Overall Situation

- The Mayor believes in Austerity & seems to want to 'break' unions.
- We are moving to mediation. Mediation begins August 25.
- We are coordinating as much as possible with other unions.
- This is an overview! Organize a lunch & learn to dig deep & we'll have 3 contract info sessions in Sept.
- Here is our timeline ->



Bargaining

A Look at the Political Dynamic

Mayor Wilson position:

- Buoyed by his budget wins.
- 3% cap on the cost of the contract and wants to eliminate the standard COLA range in all contracts.
- He believes the City is "financially irresponsible" with the workers and the unions. Wants to "rip off the bandaid".
- The administration is actively outsourcing work (Portland5).

City Council position:

- Council is deadlocked in many ways and is buying into the Mayor's false narrative.
- We do have advocates on Council & we've been meeting with them to push against the '3% cap'.

Bargaining

Contract Issues

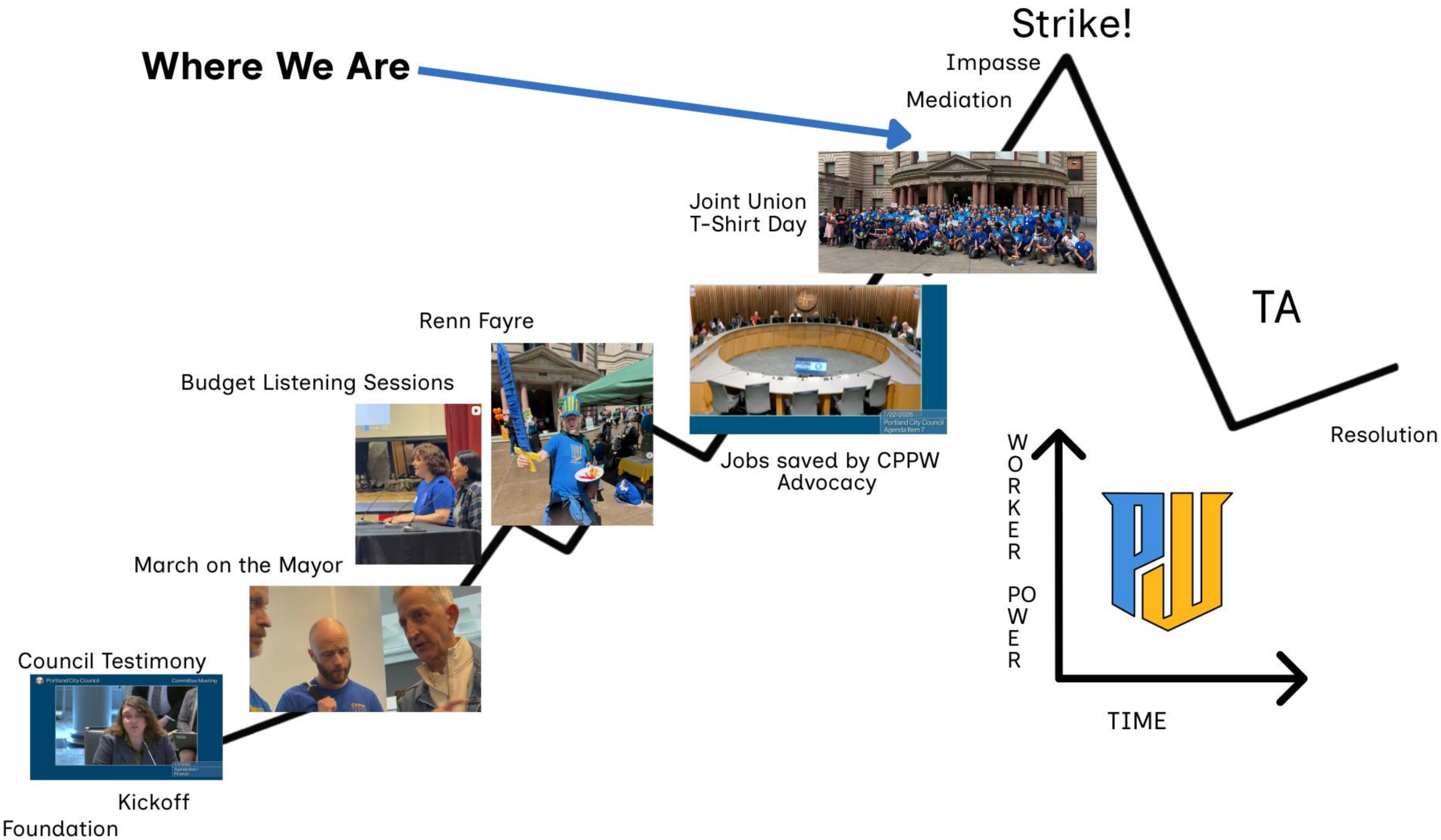
City Proposal:

- 2% wage increase (only for members not at top of wage scale) (FY 26 & FY 27)
- No longevity pay.
- Exact same layoff procedure in current contract.
- Flex time only for remote call back when on standby.
- No emergency schedule change pay for OT exempt members.

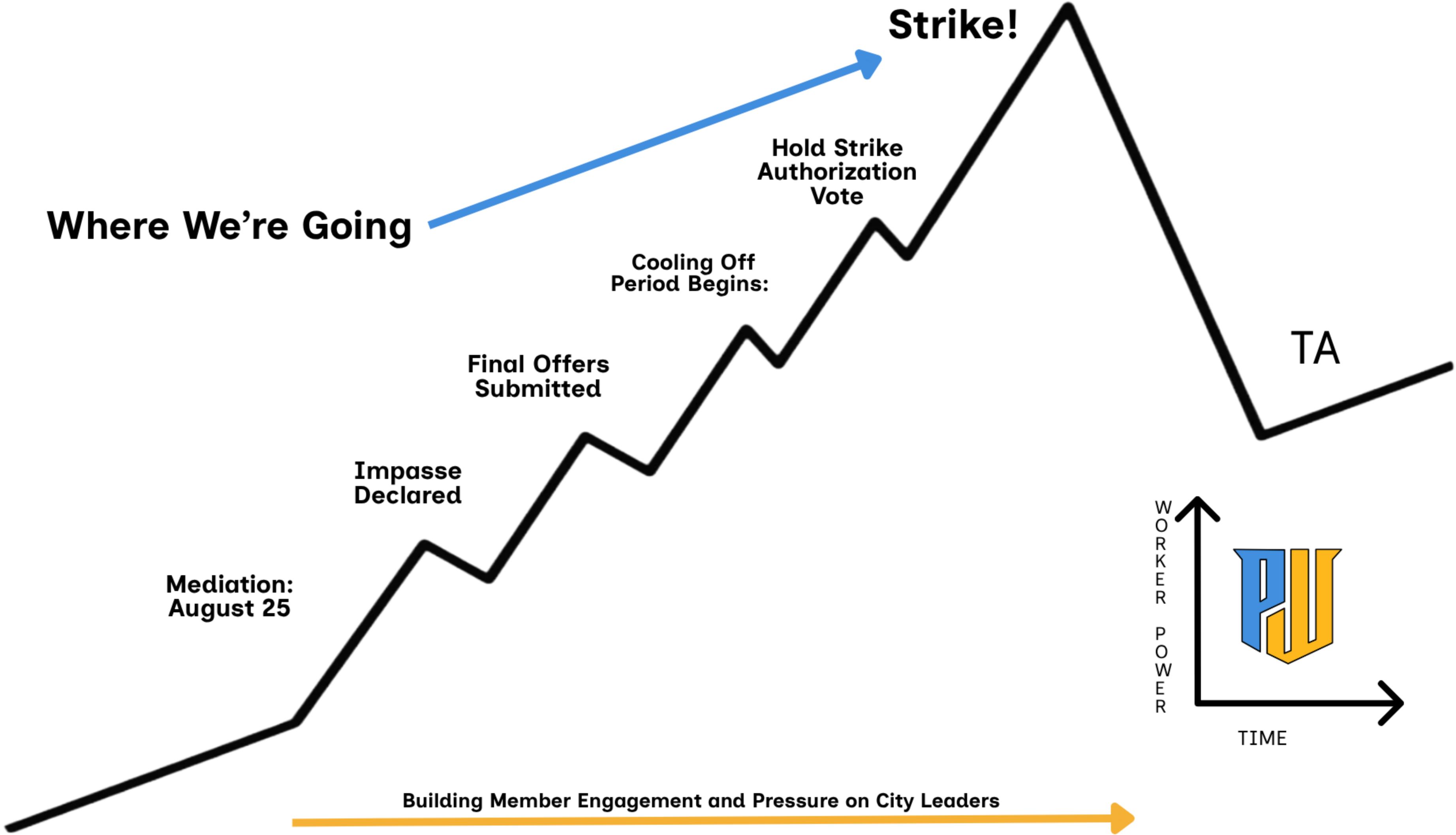
Your Union Proposal:

- Wage Increase for members not at top of scale
 - FY 26: 3.5% & FY 27: 4.5%
- Cost of Living Adjustment every year for **all** members
 - Range: 1 - 5% based on CPI
- Longevity Pay: 2% for 10+ City years
- Update Layoffs article to provide more protections and have citywide seniority protections.
- Comp Time for remote call back when on standby.
- All members eligible for emergency schedule change pay.
- More protections for hybrid/remote work.

The Path to A Strong Contract!



The Path to A Strong Contract!



Escalation Mountain



What You Can Do Now

- **Sign Your Union Card**
- **Host a Lunch & Learn** with your bureau or workgroup
- **Be Visible!** Change your virtual background! Put up a CPPW placard at your desk/worksite!
- Attend the **Clap Back** on **Tue, Aug 25, 8:30 – 9am**, Portland Building 2nd Floor (Coffee and Donuts provided). Can you share what you want the BT to fight for?
- Attend the **Sign Making & Solidarity** event on **Sat, Aug 29, 1-4 PM drop-in**, Creston Park



BACK

CPPW BARGAINING TEAM CLAPBACK



Contract mediation starts
Tuesday, August 25th

Back up your Bargaining
Team by clapping them into
the first day of mediation.
Show the City and Mayor
Wilson that we stand united!

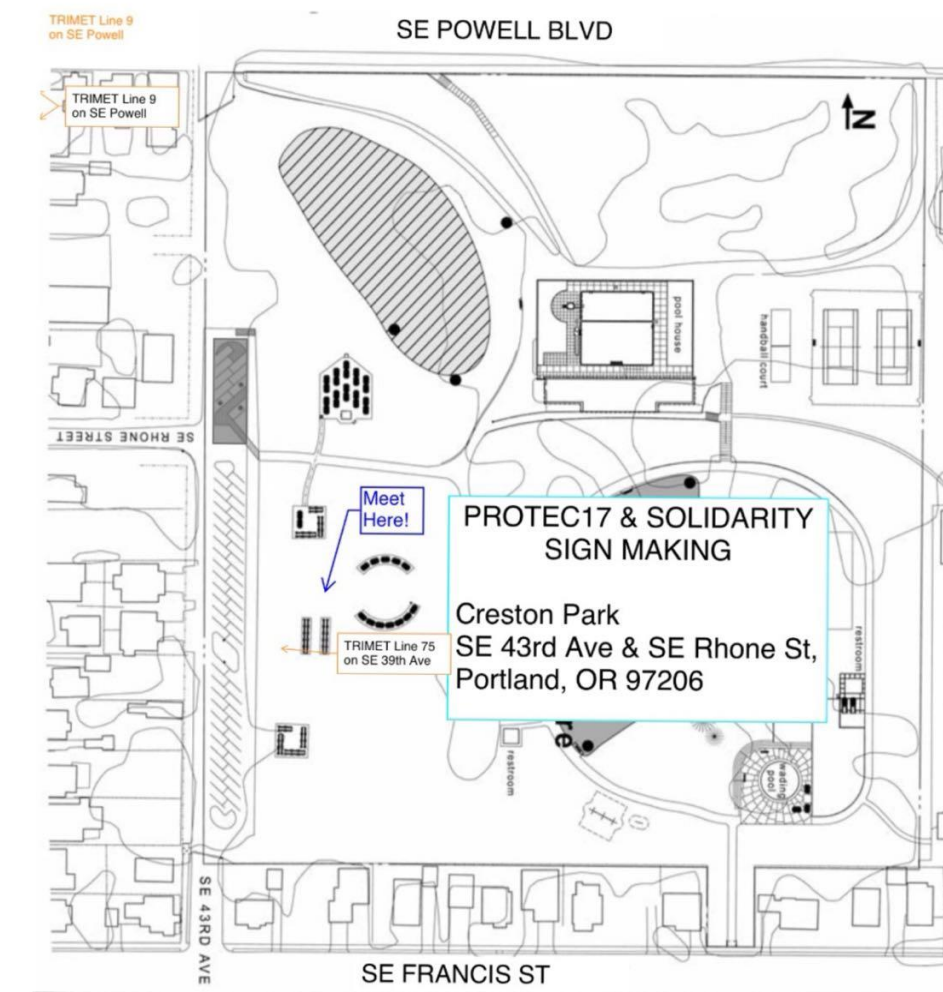


August 25th
8:30am - 9:00am
Portland Building, 2nd floor
Donuts and coffee provided!

SIGN MAKING & SOLIDARITY

SATURDAY AUGUST 29TH
1PM TO 4PM - DROP IN OK!

CRESTON PARK
SE 43RD & SE POWELL BLVD



Everyone welcome, bring
yourself, family & friends!

- Be ready to:
- Make signs for our practice picket September 2nd
 - Practice picket chants
 - Learn about the hows and whys of picketing
 - Bring supplies for a school supply drive

Bring a water bottle, light snacks provided



park at the lot on 43rd and Rhone