

CPPW General Membership Meeting

September 17, 2026



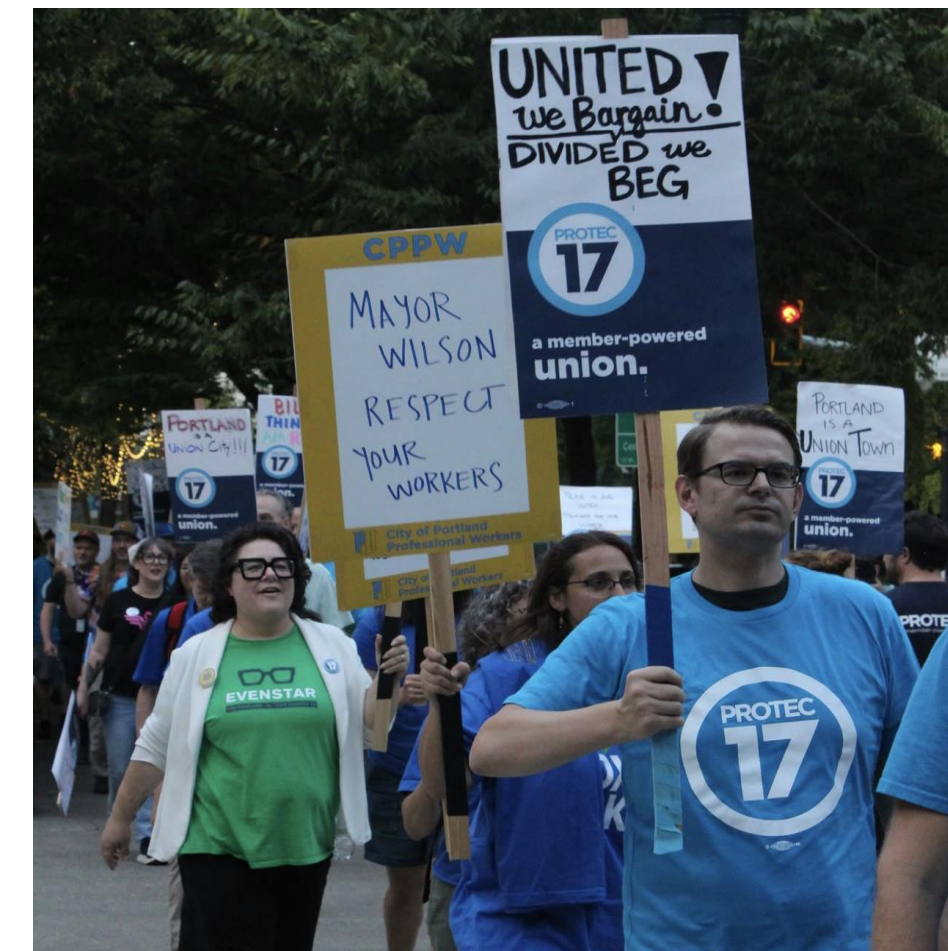
Agenda

- Highlights (5 min)
- Treasurer Update (5 min)
- Election Update (5 min)
- Political update (5 min)
- Contract update (10 min)
- Strike Prep Q & A (30 min)



Highlights

- 60 members at mediation clap back
- 5 Lunch & Learns in worksites:
 - Central Precinct,
 - Interstate Water,
 - 1900 Building,
 - Portland Solutions,
 - Vanport.
- Solidarity Art Build with Protec & LiUNA.
- Just Practicing Rally!



Foreshadowing Highlight ...

Screening of classic Dolly Parton, Jane Fonda, and Lily Tomlin hit – 9 to 5

Free for CPPW folks.
RSVP bc seats are limited!

Costume contest. Dolly cut out. Prizes!

Fri, Sept 25, 7pm
Siren Theater, 3913 N Mississippi

Dinner & Drinks before at Bar Bar.

CPPW Presents **The Power Behind The Throne**
A screening of 9to5



Costume Contest!
Wear your favorite Dolly or 80s office outfit!

Fri, Sept 25 at 7pm
Siren Theater @
3913 N Mississippi Ave.
Private showing for
CPPW members, family,
& friends

Tickets **free**
but limited

RSVP:



9to5

Avoid traffic, come early!
Meetup at Bar Bar @ 6pm

Financial Report

Income Statement

City of Portland Professional Workers Union							
Statement of Activity by Class							
August 2026							
	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	◇ Total
▼ Revenue							
Dues Receipts	4,145.17	8,290.34	8,290.34	8,290.34	4,145.17	8,290.34	41,451.70
Interest Income	0.57	1.15	1.15	1.15	0.57	1.15	5.74
Total for Revenue	4,145.74	8,291.49	8,291.49	8,291.49	4,145.74	8,291.49	\$41,457.44
Gross Profit	4,145.74	8,291.49	8,291.49	8,291.49	4,145.74	8,291.49	\$41,457.44
▼ Expenditures							
Insurance	2,489.00						2,489.00
Legal Fees		2,919.00				5,664.50	8,583.50
Printing				1,378.00			1,378.00
Professional Services - Con...			1,552.50	7,981.25			9,533.75
Software Subscriptions	1,181.07						1,181.07
Total for Expenditures	3,670.07	2,919.00	1,552.50	9,359.25		5,664.50	\$23,165.32
Net Operating Revenue	475.67	5,372.49	6,738.99	-1,067.76	4,145.74	2,626.99	\$18,292.12
Net Revenue	475.67	5,372.49	6,738.99	-1,067.76	4,145.74	2,626.99	\$18,292.12

Financial Report

Cash Flow Reconciliation

City of Portland Professional Workers Union

Statement of Cash Flows
August 2026

Account Name	◇ Total
▽ OPERATING ACTIVITIES	
Net Revenue	18,292.12
Adjustments to reconcile Net Revenue to Net Cash provided by oper...	
Net cash provided by operating activities	\$18,292.12
NET CASH INCREASE FOR PERIOD	\$18,292.12
Cash at beginning of period	\$347,112.04
CASH AT END OF PERIOD	💎 \$365,404.16

 Add note

Thursday, September 17, 2026 11:16 AM GMT-07:00

Financial Report

Balance Sheet

Assets	
Cash	\$ 365,404.16
Total Assets	\$ 365,404.16
Liabilities	
Legal Reserve	\$ 50,000.00
Outstanding Checks	\$ 2,674.30
Other	\$ 130,000.00
Total Liabilities	\$ 182,674.30
Member Equity	
Member Equity	\$ 182,729.86

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 - We have some of the billings!

Audit Committee – Stand by, your time is approaching rapidly

Election

Ballot #1:

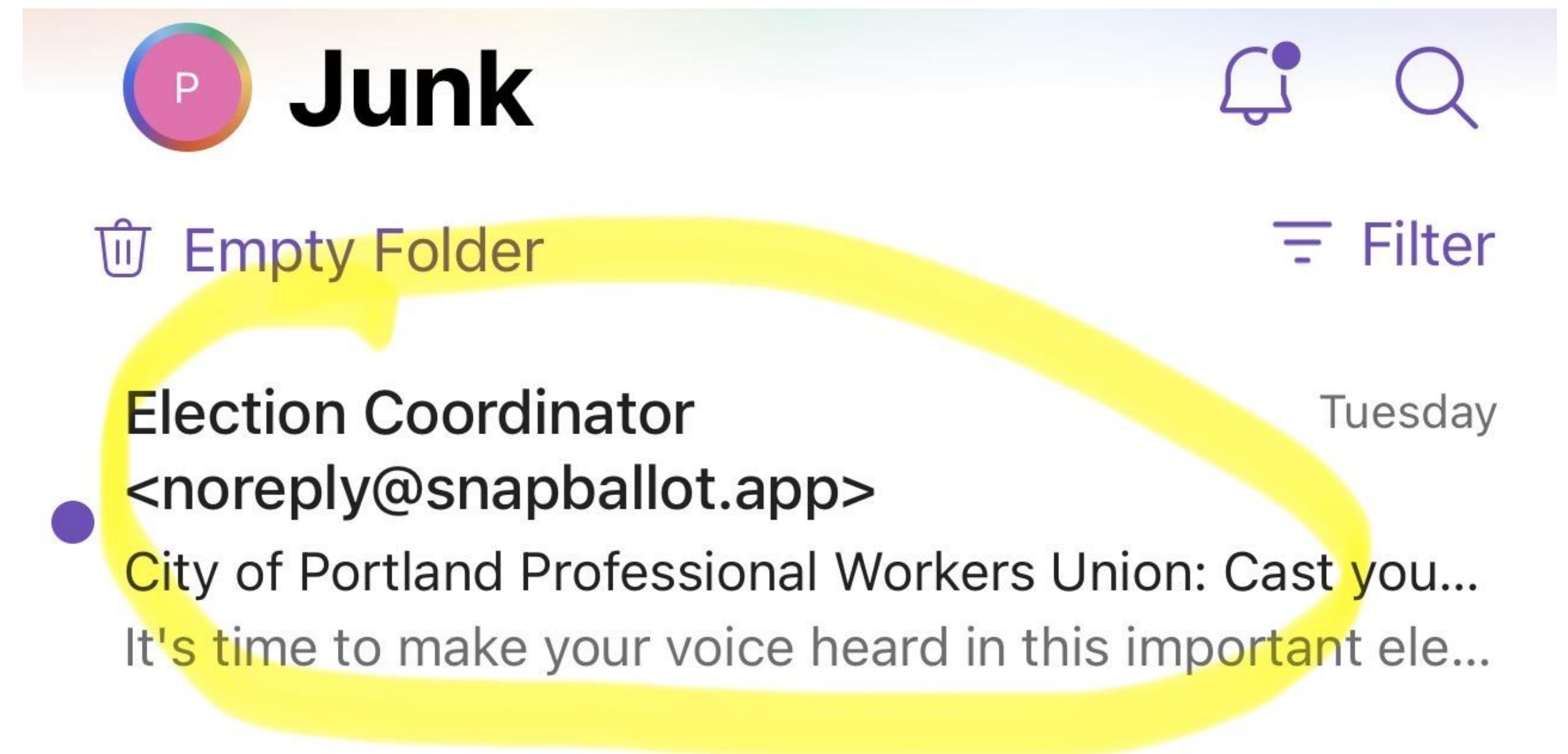
Executive Board Seat

Vote closes today at 9pm!

Candidates:

- Aspen Brown, Coordinator, Parks
- Nickolas Hash, Analyst, Parks
- Priscilla Wu, Coordinator, Central Comms

Bios and Information on the CPPW Website



Election

Ballot #2:

Will CPPW endorse Measure 26-267, Participatory Budgeting?

Vote Opens: Sept 21. Vote Closes: Sept 28 at 9pm

50% + 1 of voting members voting "yes" required to endorse.

Answer Options:

- **Yes** – your yes vote supports CPPW publicly endorsing a YES vote on the ballot measure.
- **No** – your no vote supports CPPW declining to endorse the ballot measure; this means CPPW will take no action regarding Measure 26-267.
- **Unsure/Need More Information** – your “unsure/need more information” vote means that CPPW will decline to endorse the ballot measure because members do not have the information needed to make an endorsement.

Election

Why two ballots?

The CPPW Elections Committee is testing new elections software. There is a learning curve for all of us! Multiple uses this month will familiarize members with CPPW voting logistics and software and to **try to get these emails out of your spam folder** before any possible strike votes.

Please do two things:

- Add the sender as a contact!
- Choose to move it out of junk/spam.

Thank you for your patience and participation!

Political

Political committee has produced candidate scorecards!

A volunteer group of members sent a questionnaire to candidates, then evaluated those answers & actions (if incumbent) to determine the candidate is aligned with CPPW values & priorities.



CPPW Candidate Scorecard

Portland City Council — 2026



Scoring candidates
running for council seats
in Districts 3 & 4



Not an endorsement; CPPW
does not have a Political
Action Committee (PAC)

City of Portland Professional Workers
cppwunion.org

Political



CPPW Candidate Scorecard Portland City Council: District 3



very aligned with CPPW priorities and values



somewhat aligned with CPPW priorities and values



does not align with CPPW priorities and values



did not respond

Candidate	Score
Angelita Morillo	very aligned
Esther León	somewhat aligned
Kellie Torres	did not respond
Steve Novick	somewhat aligned
Tiffany Koyama Lane	very aligned
Tom Sollitt	somewhat aligned

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CPPW Candidate Scorecard Portland City Council: District 4



very aligned with CPPW priorities and values



does not align with CPPW priorities and values



did not respond

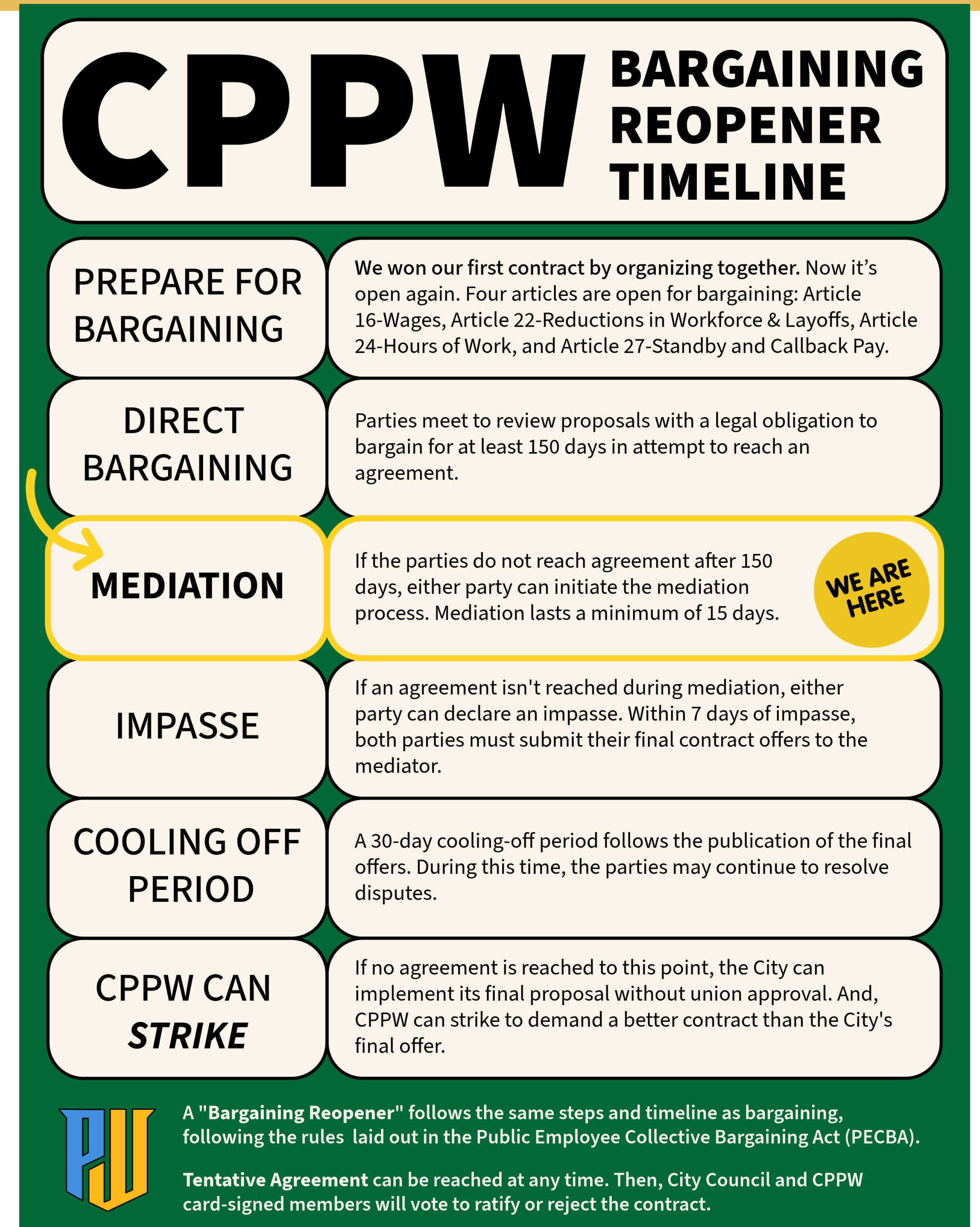
Candidate	Score
Eli Arnold	did not respond
Eric Zimmerman	not aligned
Jamey Evenstar	very aligned
Jayne Cronlund	did not respond
Jeremy Beausoleil Smith	very aligned
Mitch Green	very aligned
Olivia Clark	did not respond

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Contract Update

Overall Situation

- City continues to drag its feet.
- We have reached the end of our **mandatory 15-day** mediation period. Mediation continues through until we reach agreement.
- Could declare impasse at any time if mediation continues to stall.
- Here is our timeline ->



Mediation

Aug 25 Mediation:

All proposals were waiting on City response. They brought nothing to the table the entire day.

Sept 3 Mediation:

The City provided one page of supposals (not proposals!) in a very simple bullet point format. Supposals are essentially pitching ideas. Not inherently bad, but in this case not enough info about our core issues. Articles are complex and the details matter.

Eventually got one proposal about Standby & Callback that was a little movement, but not on our core issue: comp time for remote call back work.

Sept 24: Next Mediation Date

Bargaining

Contract Issues

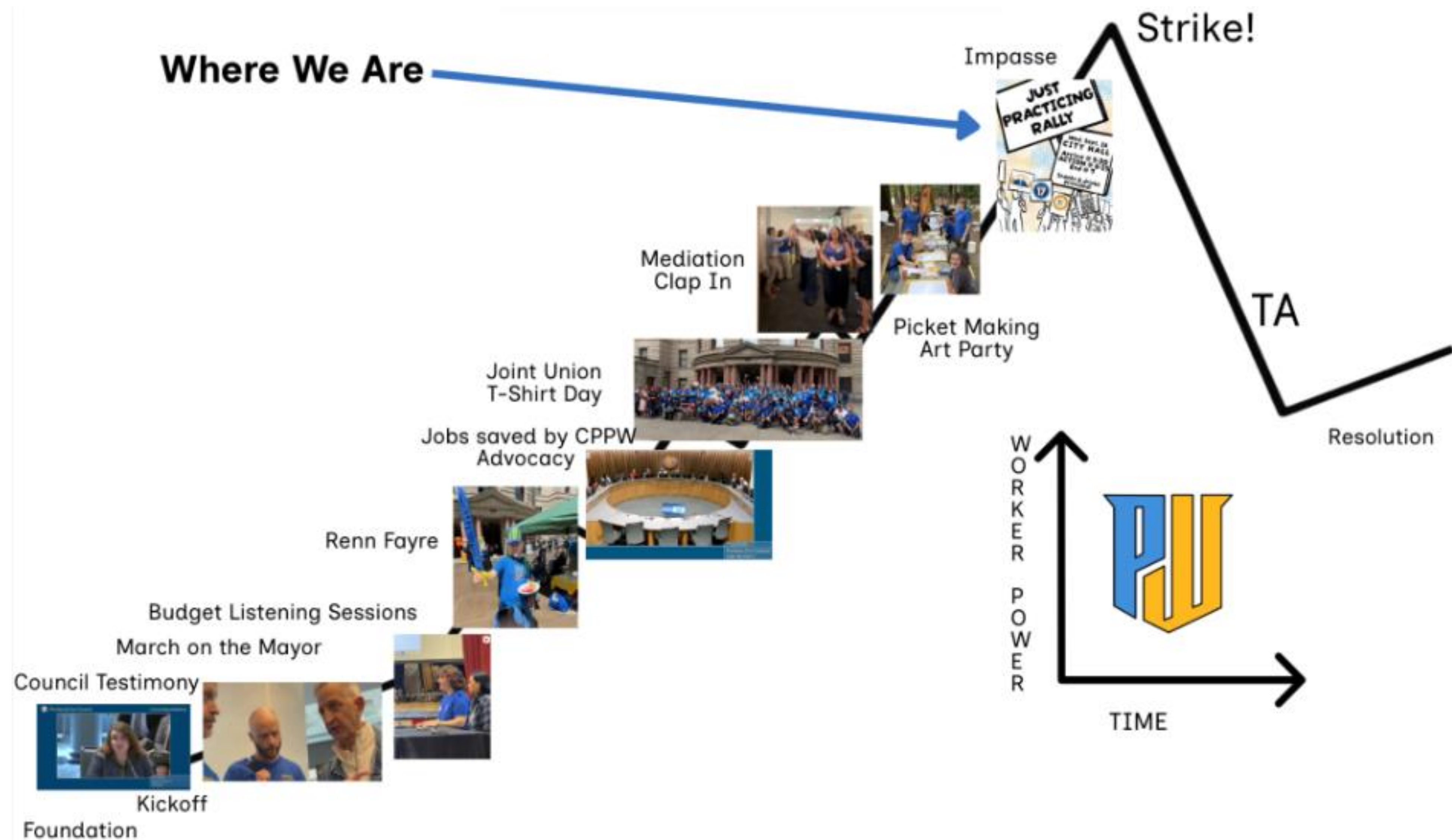
City Proposal:

- 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.

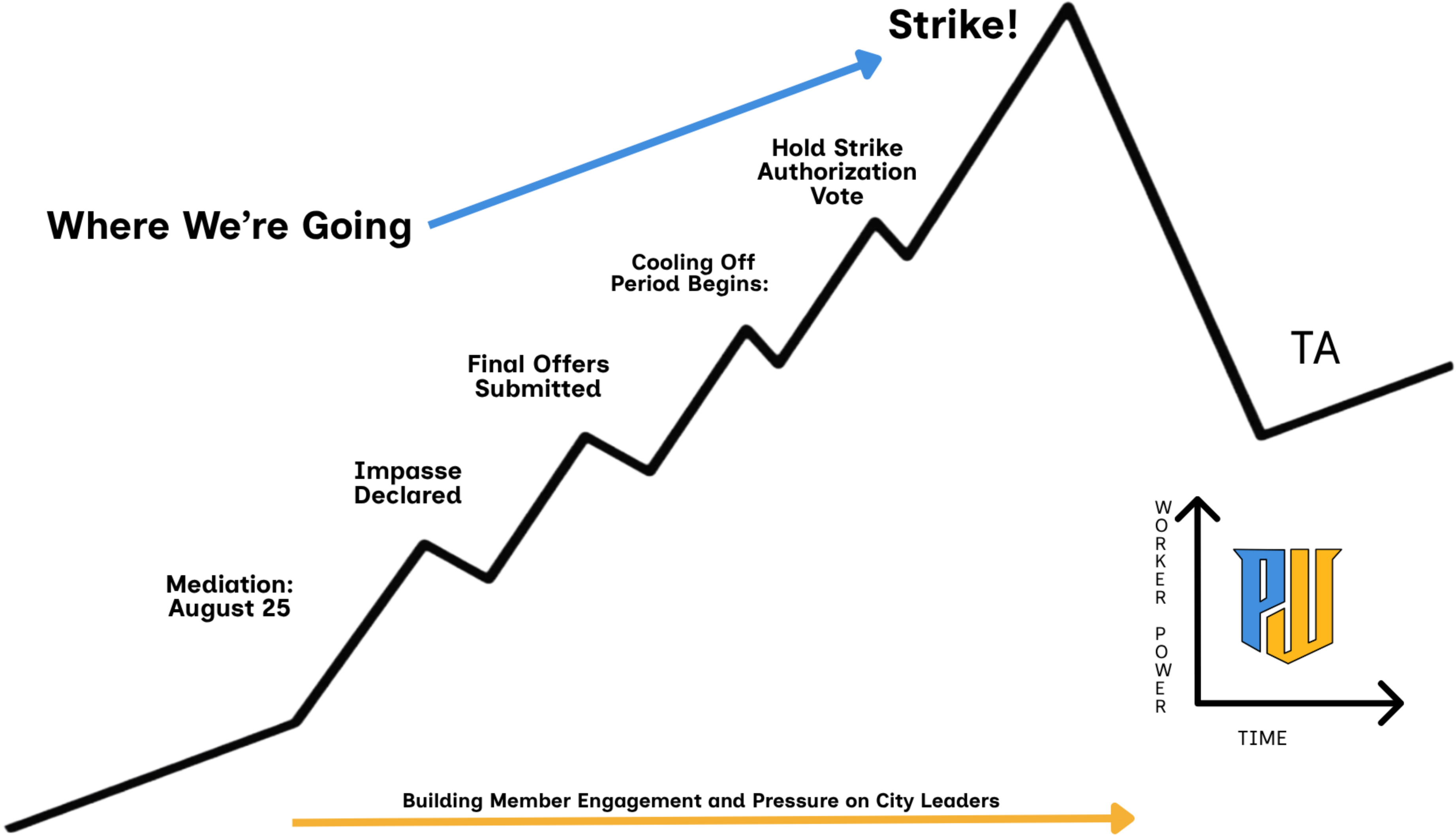
Your Union Proposal:

- 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!

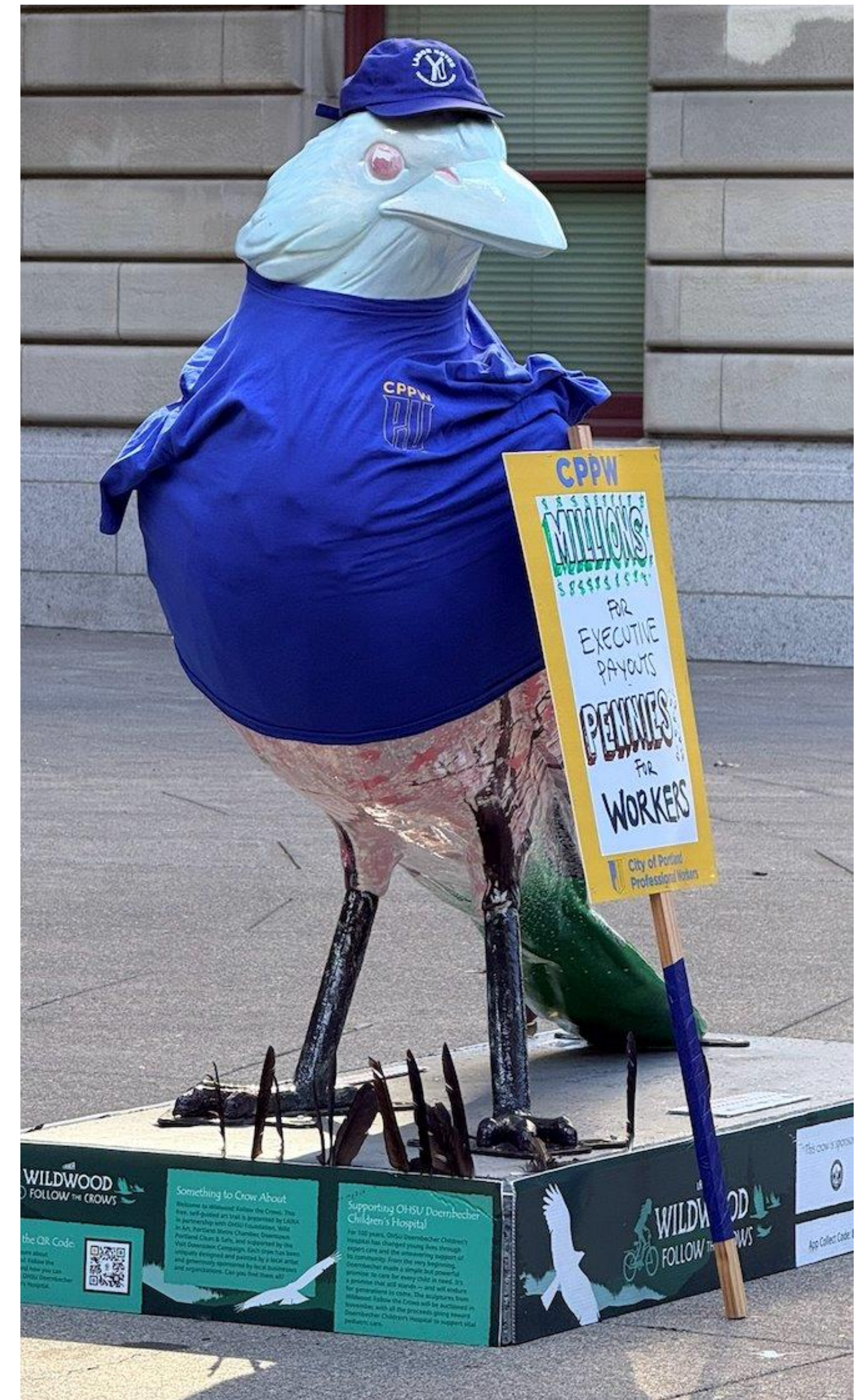


The Path to A Strong Contract!



What You Can Do Now

- **Sign Your Union Card**
- **Be Visible!** Change your virtual background!
Put up a CPPW placard at your desk/worksite!
- **Take the Strike Preparedness Survey**
- **Celebrate Workers and Dolly!**
On September 25th "9 to 5" CPPW Movie Night
at the Siren Theater.



How to prepare for a strike?

- Make sure your union can reach you off of city systems!
 - Sign up for the email list using your personal email
 - Take the Strike Preparedness Survey
 - Follow CPPW Union on Instagram
- Save personal copies of employer provided info (ex. Pay stubs)
- Take home personal items you may need
- Make personal finance plans – hold off on that big purchase if you can

2026 CPPW Strike Preparedness
Survey



Common Strike Questions

What does it mean to be on strike?

Striking isn't just not showing up to work. It's a massive collective effort to withhold our labor to show our employer that the services Portlanders rely on don't happen without us. Strikes are the expression of our collective power in negotiations.

During a strike **do not report to work** and **do not use any city systems or property.**

A successful strike has **visible super-majority participation.** It involves joining picket lines and rallies, talking to community members, supporting each other with food, childcare, transportation and more.

Not everyone can participate in the same way, but there are ways for all to contribute.

Common Strike Questions

What happens if I cross a picket line?

Crossing the picket line weakens and lengthens the strike. It materially harms your coworkers.

Anyone who crosses a picket line loses their legally protected right to strike. You can't uncross the picket line.

Common Strike Questions

Can I be fired for striking? Can the City replace me?

Striking is a legally protected collective action. Any retaliation by your employer, including firing, is an Unfair Labor Practice (ULP). Your union will pursue legal action for any retaliation to the fullest extent of the law.

The City will attempt to continue operations during the strike. Managers, non-striking employees, and contractors will attempt to perform your work. **If you cross the picket line, you will be asked to perform the work of your striking coworkers.**

Common Strike Questions

What if I have vacation scheduled during a strike?

Strike days are unpaid. You cannot use vacation, comp, or flex time to be paid for days that you are striking.

What if I am on FMLA, medical leave, or have surgery scheduled?

OFLA/FMLA are protected leaves. If you are on a protected leave you can continue that leave. If the leave ends during the strike you will have the choice to join the strike or cross the picket line.

Common Strike Questions

What if I am on probation or a limited term employee?

It is illegal to fire a worker for striking. This includes "at-will" employees like those on probation or working in limited term positions. Your union will vigorously defend anyone from illegal retaliation.

Common Strike Questions

Will we receive retro pay?

Retro pay is common, though not guaranteed, in public sector bargaining. We anticipate that wages will be retro to July 15th, 2026.

Will we receive back pay for strike days?

The Bargaining Team and the City can agree to back pay or another form of bonus payment. It is possible, though less likely than retro pay.

Q&A / Discussion