CPPW General Membership Meeting

October 15, 2026



Agenda

- Highlights (5 min)
- Treasurer Update (5 min)
- Internal Update (5 min)
- Strike Vote (2 min)
- Bargaining & Finances of a Strike (15 min)
- Path to a Strong Contract (5 min)
- Strike Prep Q & A (20 min)



Highlights

- 3 Info Sessions with ~300 members attending! ~40%
- 2 Lunch & Learns with PPB members (Central and Training)
- Moda Center Rally – Press Hits!
- Dolly Parton Movie FUNraiser
- Fair Share Press Conference
- GOTV in worksites:
    - Portland Building x2
    - Vanport
    - Wastewater Plant
- Strike School!



Financial Report

Income Statement

City of Portland Professional Workers Union

Statement of Activity by Class

September 2026

	Administration	Bargaining	Communications	Organizing	Revenue	Stewards	Total
Revenue							
Dues Receipts	4,192.25	8,384.53	8,384.53	8,384.53	4,192.26	8,384.51	41,922.61
Interest Income	0.55	1.11	1.11	1.11	0.55	1.12	5.55
Total for Revenue	**4,192.80**	**8,385.64**	**8,385.64**	**8,385.64**	**4,192.81**	**8,385.63**	**$41,928.16**
Gross Profit	**4,192.80**	**8,385.64**	**8,385.64**	**8,385.64**	**4,192.81**	**8,385.63**	**$41,928.16**
Expenditures							
Facilities Rental				500.00			500.00
Food and Beverages				158.29			158.29
Legal Fees		3,621.50				4,000.50	7,622.00
Printing	38.94			76.40			115.34
Professional Services - Cont…			10,407.50	6,620.00		1,000.00	18,027.50
Software Subscriptions	488.97						488.97
Supplies				91.87			91.87
Total for Expenditures	**527.91**	**3,621.50**	**10,407.50**	**7,446.56**		**5,000.50**	**$27,003.97**
Net Operating Revenue	**3,664.89**	**4,764.14**	**-2,021.86**	**939.08**	**4,192.81**	**3,385.13**	**$14,924.19**
Net Revenue	**3,664.89**	**4,764.14**	**-2,021.86**	**939.08**	**4,192.81**	**3,385.13**	**$14,924.19**

Add note

Accrual basis | Thursday, October 15, 2026 09:02 AM GMT-07:00

Financial Report

Cash Flow Reconciliation

City of Portland Professional Workers Union

Statement of Cash Flows

September 2026

Account Name	Total
OPERATING ACTIVITIES	
Net Revenue	14,924.19
Adjustments to reconcile Net Revenue to Net Cash provided by …	
Net cash provided by operating activities	**$14,924.19**
NET CASH INCREASE FOR PERIOD	**$14,924.19**
Cash at beginning of period	**$365,404.16**
CASH AT END OF PERIOD	**$380,328.35**

Add note

Thursday, October 15, 2026 09:15 AM GMT-07:00

Financial Report

Balance Sheet

Assets		
Cash	$	380,328.35
Total Assets	$	380,328.35
Liabilities		
Legal Reserve	$	50,000.00
Outstanding Checks	$	13,776.90
Other	$	120,000.00
Total Liabilities	$	183,776.90
Member Equity		
Member Equity	$	196,551.45

Financial Report

Budget and Upcoming Expenses

Admin – 10%

Bargaining – 20%

Comms – 20%

Organizing –20%

Stewards – 20%

Savings – 10%

<u>Key Expenditures and Notes</u>

Union Leave Union Paid Time - We have paid the Q4 2025 invoice and have received Q1 2026

Audit Committee – Stand by, your time is approaching rapidly. The credible strike threat escalation is taking up a lot of bandwidth lately

Internal Update

Welcome Hayley Banyai-Becker!

Haley is coming on for 6 months to support the contract campaign, strike support, and contract implementation.

Full-time Union Leave – Kari Koch

Today until Nov 2027.
Focus on running the union, managing staff and members leaders, & build internal capacity.

Need: Personnel Committee Volunteers

Set up systems for staff management, provide support to members on leave, and check in with staff about work/needs.

Election – Strike Authorization

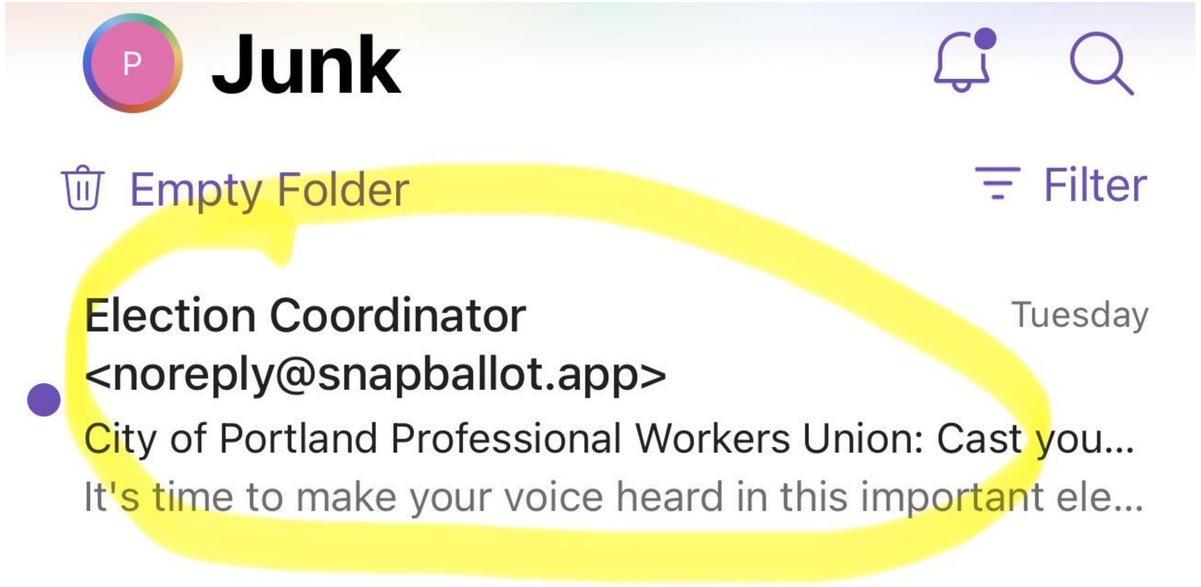
Ballot #3:
Strike Authorization Vote

Vote closes today at 9pm!

Detail:

A majority YES vote from voting members authorizes the Executive Board to call for a strike when the time comes based on the strategic guidance of the Bargaining Team.

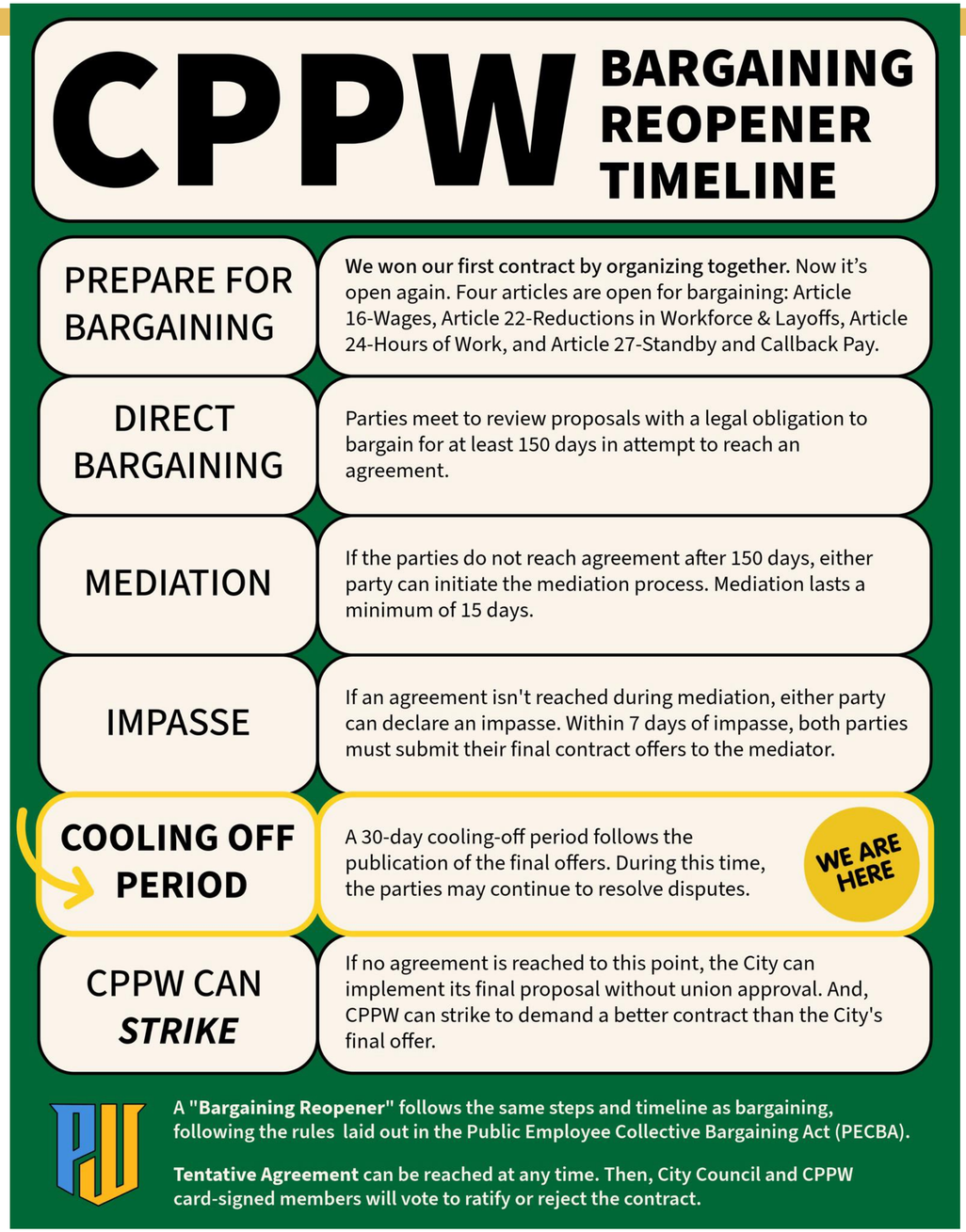
Ask: 50 more people to vote!



Contract Update

Timeline

- There has been some movement, not enough!
- We declared impasse.
- We are in the 30-day cooling off period (Oct 2 –31)
- Earliest possible strike date: Nov 1.



What is this about for us?

This is about more than wages.

We're fighting for a fair deal, respect for our work, and a secure future. The goal is a strong contract.

Bargaining Update

	Mayor's Budget	City Bargaining Position	CPPW Bargaining Position
Wage Increase FY 26-27	0	0	3.5% all not at top of scale
Wage Increase FY 27-28	N/A	0	4.5% all not at top of scale
COLA FY 26-27	3% on $100,000	3%	3%
COLA FY 27-28	N/A	1-4% CPI	1-5% CPI
Longevity	0	0	2% premium pay on base wages
Safety Gear	N/A	$350	$350

Finances of a Strike

Members have said it best themselves:
“I can’t afford to strike. But I can’t afford not to strike.”

Short Term Financial Impacts:

- No pay while on Strike.
- There are no guarantees.
- A Strong Strike means power for bargaining a strike settlement to include back wages for striking workers.
- If we win a strong contract with real wage increases, the gains in the long run are likely greater than wages lost.

Other considerations:

- October is a 3-payday month.
- Pay impacts are delayed.
- Ratification & Retro Pay: All bargaining positions right now include retroactive pay to July 1. Will not be fast, but will come.

Finances of a Strike

The Power of Compound Growth

Salary Growth Chart - for illustration purposes only					
COLA Only					
			Assuming 3% COLA only annually after Y2		
	Starting Info	Year 1 COLA Only	Year 2 COLA Only	Year 5	Year 20
Annual Salary	$100,000		$103,000		
COLA (applies July 1)	3%	$3,000	$3,090		
Annual Salary after Cola only		$103,000	$106,090	$115,927	$180,611
COLA & Wage Increases					
			Assuming 3% COLA only annually after Y2		
	Starting Info	Year 1 C & WI	Year 2 C & WI	Year 5	Year 20
Annual Salary	$100,000		$106,605		
COLA (applies July 1)	3%	$3,000	$3,198		
Year 1 CPPW Wage Increase (applies July 15)	3.50%	$3,605			
Year 2 CPPW Wage Increase (applies July 15)	4.50%		$4,941		
Annual salary after COLA and Wage Increase		$106,605	$114,744	$125,384	$195,344
Difference					
		Year 1	Year 2	Year 5	Year 20
Difference in earnings between COLA only and COLA & Wage Increase growth each year		$3,605	$8,654	$9,457	$14,733
Difference in earnings between COLA only and COLA & Wage Increase **cummulative**		$3,605	$12,259	$39,811	$220,974

Bargaining

"Non-Economic" Contract Issues

What we've already won:

- Expanded standby – all of Comms, all PPB, all PBEM, all PBOT, and any member with manager and HR approval.
- Emergency shift change pay for all incident command activations (including partial).
- Schedule change notice from 7 to 14 days.
- $350 safety
- Update Layoffs article to provide more protections and have citywide seniority protections.
- Improved Immigration, Tribal, and Citizenship Leave to include unlawful detention.

Your Union Proposal:

- Comp Time for remote call back when on standby.
- All members eligible for emergency schedule change pay.
- More protections for hybrid/remote work.

City Proposal:

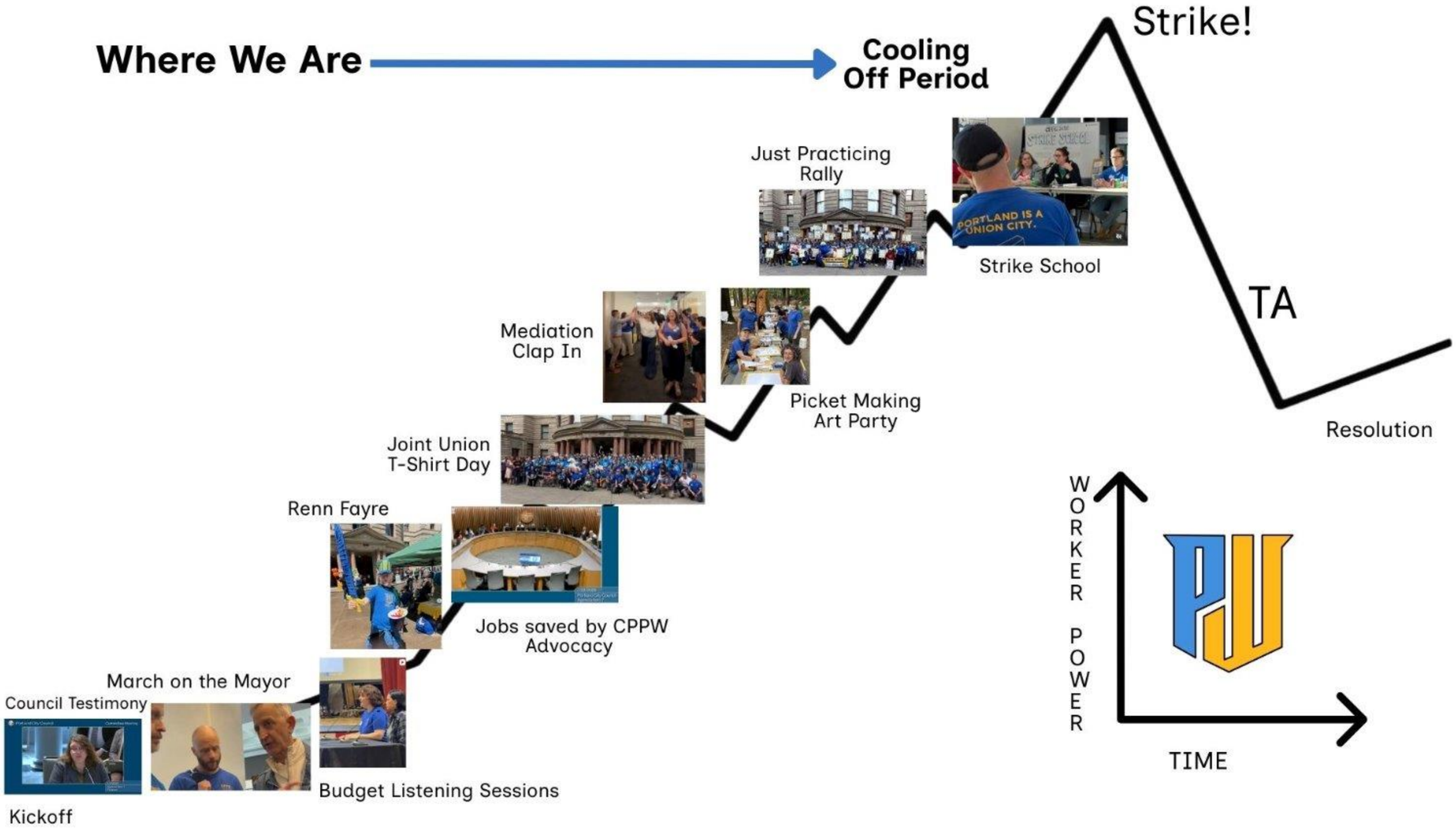
- Mostly Status Quo

We win this contract together.

The goal is a strong contract.



The Path to A Strong Contract!

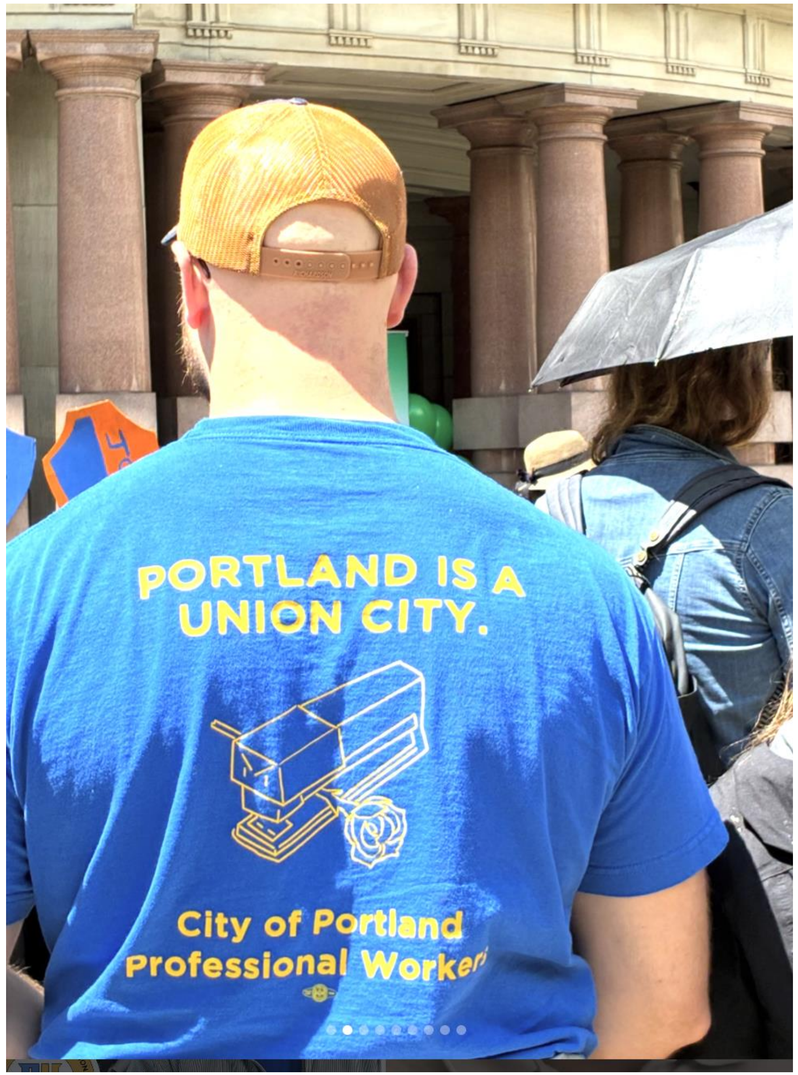


The Path to A Strong Contract!



What You Can Do Now

- **Sign Your Union Card**
- **Be Visible!** Change your virtual background! Put up a CPPW placard at your desk/worksite!
- **Turn Out!** Numbers matter; every action should be bigger or more significant than the last. Come out & bring your coworkers on Oct 21.
- **Prepare!** Strike Committees are going live!

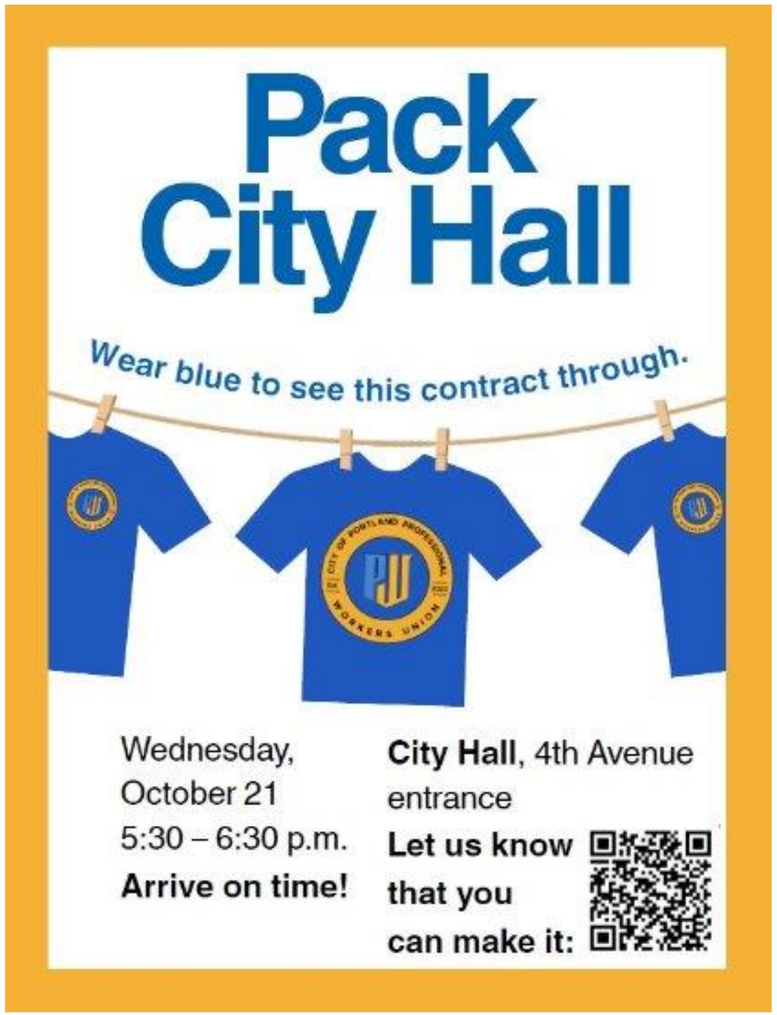


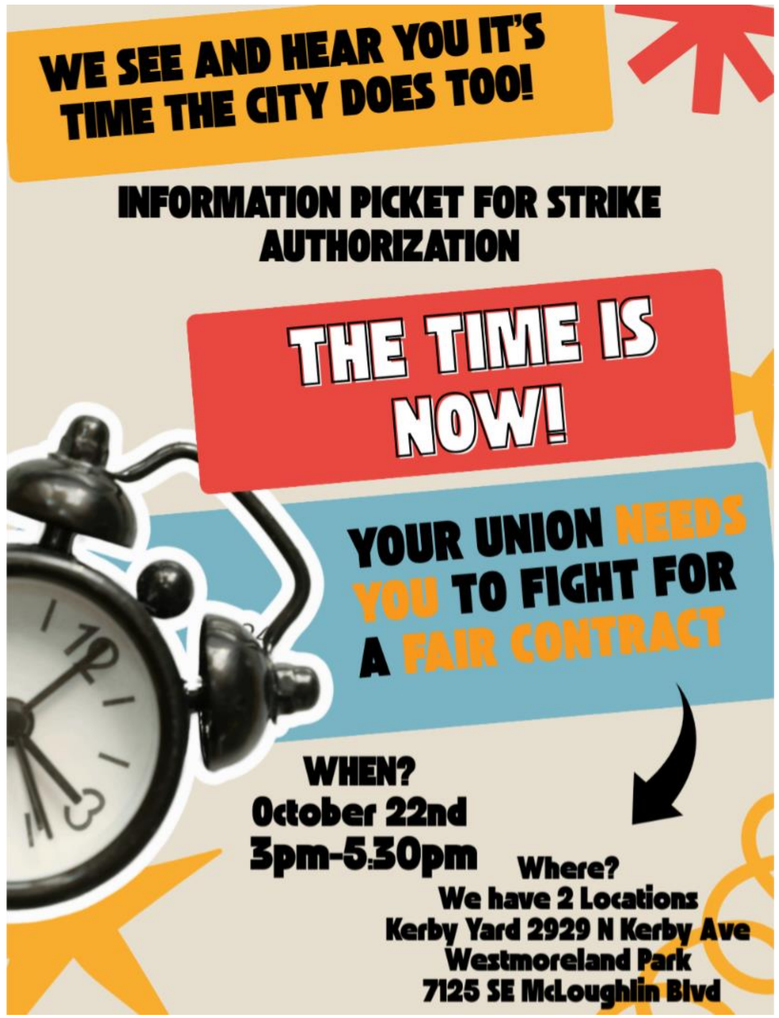
A Successful Strike is Built Before It Begins

1. Vote **YES** in the Strike Authorization Vote
2. Pack City Hall on **October 21st** at 5:30 PM
3. Join a LiUNA info-picket on **October 22nd**



A Successful Strike is Built Before It Begins





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 and phone number**
  - Follow CPPW Union on Instagram
  - Join the Discord
- Save personal copies of employer provided info (ex. Pay stubs, W-2)
- Take home personal items you may need (ex. medication, PPE, etc.)
- Make personal finance plans – hold off on that big purchase if you can

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. COLA bargaining positions have retroactive pay to July 1, 2026. CPPW has proposed retroactive wage increases to July 15, 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 not at all guaranteed and requires an incredibly strong strike with almost total member participation.

Common Strike Questions

Can I receive unemployment benefits while on strike?

Yes, Oregon now allows limited unemployment insurance benefits for eligible striking workers of up to 10 weeks.

Benefits are not automatic, do not begin immediately, and do not fully replace wages.

Members should create or update their State of Oregon Employment Department (OED) online account early, file required weekly claims, respond promptly to OED requests, and keep records of required work-seeking activities. If you later receive back pay or another payment covering the same period, that may affect your unemployment claim.

Make sure that you have copies of paystubs and your W-2 before the strike begins to ensure benefits can start as soon as possible. **The City's FEIN is 93-6002236**

Common Strike Questions

Who is responsible for telling my coworkers, supervisor, and any colleagues that I am on strike?

The City will inform all of its non-striking employees of the strike. If you have colleagues outside of the City that you would like to inform you can do so; however, it is recommended that you do so on personal time.

Sometimes your colleagues that work outside the City can be effective at putting pressure on decisions makers. If you have someone who is willing to support our potential strike from outside the City, tell us in the Strike Preparedness Survey.

Common Strike Questions

Will I have health insurance during a strike?

Generally, yes, for a period of time.

Health insurance benefits are paid at the beginning of the month for the entire month. This is why most public sector strikes start early in the month so members have benefits through the end of the month. This is a key factor in your union's strategic planning for a strike.

Q&A / Discussion