# CPPW General Membership Meeting

October 26, 2026



# Agenda

- Thursday Mediation Update
- Where We Are At
- Plan to Win
- Call to Action
- Strike Prep Q & A




Photo by CPPW member Phil Keim

# Thursday Mediation Update

**Your bargaining team showed up in good faith** with a supposal (a non-binding pitch showing flexibility to move negotiations forward) to settle this contract. **The City sat on their hands and refused to provide a meaningful response.**

- Mayor Wilson and City Administrator Lee were consulted Thurs am. Both know the City has offered you and your coworkers less money than other union workers.

- The City said they know their wage offer is effectively an inflation pay cut for you and your coworkers.

# Path Forward

**Settle for the City's Final Offer**

**Declare our intent to strike**

# 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 |

# Bargaining

"Non-Economic" Contract Issues

**Your Union Proposal:**

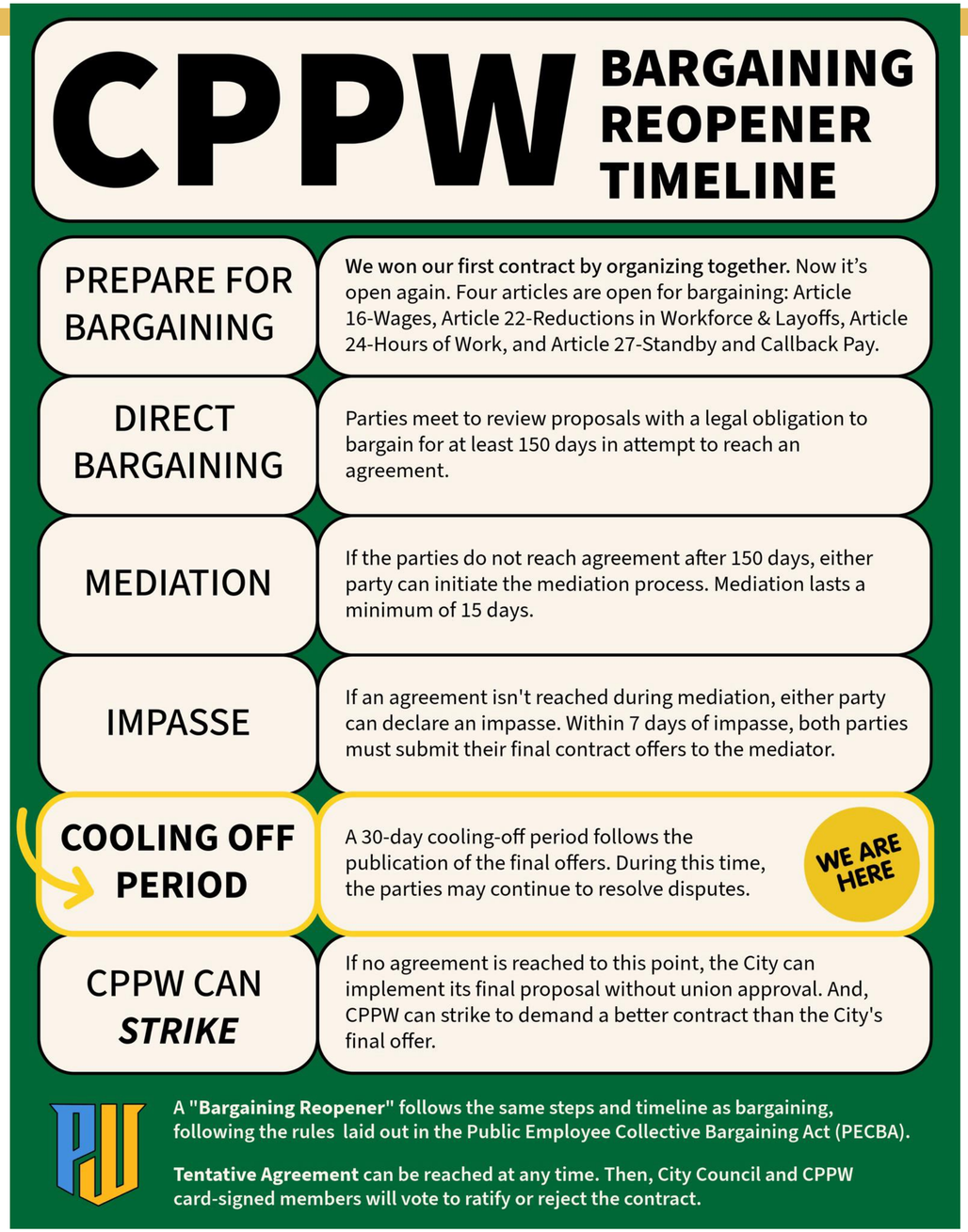
- Comp Time for remote call back when on standby.
- All members eligible for emergency schedule change pay.
- Extended timelines for work location changes, inclusive definitions of "in-person work".

**City Proposal:**

- Status Quo

# Contract Update

- We are not accepting the City's final offer.
- The City has outright declared that they will not move unless we escalate.
- We are issuing a 10-day strike notice.
- Mediation will begin again once we declare intent.
- If nothing changes, the strike will begin November 9th.



# Org Structure



# Strike Committee

Your **Bargaining Team** will be at the table with the City during the strike and is the only body empowered to reach a Tentative Agreement.

Your **Executive Board** approves expenses and executes the legal and administrative affairs of CPPW.

Your **Contract Action Team (CAT) and Stewards** communicate with members and plan and execute collective actions.

Your **Communications Committee** creates messaging, press releases, graphics, and handles media relations.

Your **Strike Sub-Committees** will have specific roles and scope of authority as they are created.

All together these make up the **Strike Committee** to set the direction of the strike and make strategic and tactical decisions as a group based on communications from the committees it is comprised of and the general membership.

# We win this contract together.

The goal is a strong contract.



# Plan to Win.

**Organize Ourselves**

Strike Sub-Committees:

Community, Inter-member support, logistics

**Strike Has an Impact**

Work to Rule, locations, visuals, your work is undone

**Pressure on the Mayor**

Media, deliver letter, community phone blitz

# Fear, Uncertainty, and Doubt (FUD)

**The City will attempt to scare you out of striking.**

They will issue statements that "services are expected to continue unaffected".

The media will call us greedy.

# What You Can Do Now

- **Sign Your Union Card**
- **Be Visible!** New Strike Ready digital swag is up on the website.
- **Turn Out!** Let's build picket signs and learn how to carry them! RSVPs in chat and on future slide.
- **Prepare!** Strike Committees are going live!
- **WORK TO RULE**



# Stewards Corner – Work to Rule

**What is work to rule?**

Doing *exactly* what is required in your job, *exactly* how it is written down and nothing more. Be sure to follow *all* safety and administrative rules.

**Why is it important?**

Many of us regularly go above and beyond what is required by our jobs because we care. Working to rule shows our bosses what happens if we only do what's required.

**Why are we talking about this now?**

Working to Rule now will increase the impact of a strike. This is not like a vacation!



# A Successful Strike is Built Before It Begins

**Spooky Art Build!**

Where: 325 NE 20th, Musician Local 99

When: Friday, October 30th 12-4pm

What: Screen Printing with local artist!

**Picket Captain Training**

Where: TBD, Likely PCC Cascade

When: Saturday, November 7th 11am-3pm

What: Learn to picket, plan our pickets, build power

# 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

# 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 |