

CPPW

Contract & Strike Prep

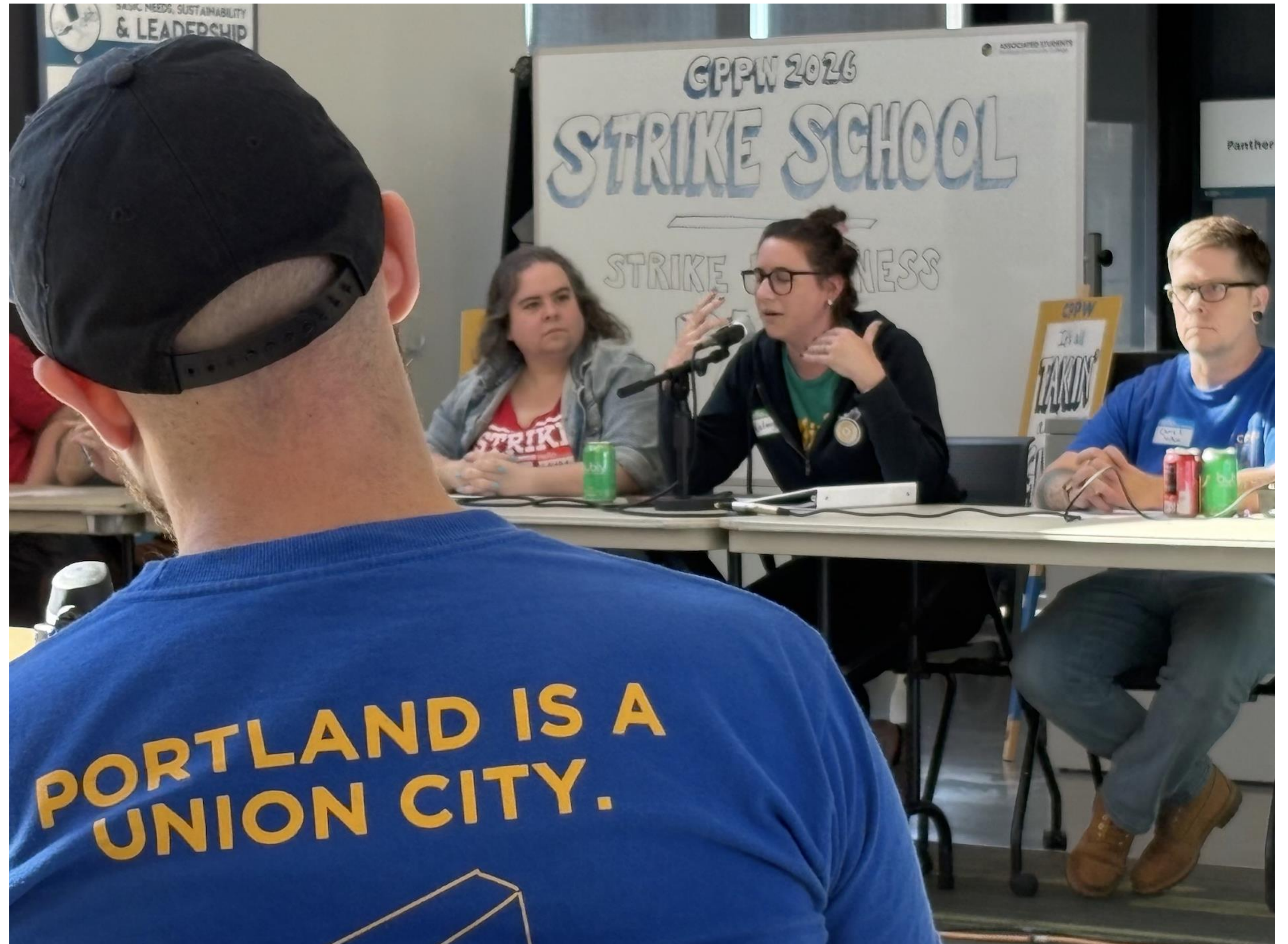
Info Session

Oct. 8, 2026



Agenda

- Contract update (20 min)
- Breakout Groups for Strike Prep (20 min)
- Strike Prep Q & A (20 min)



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.

Bargaining

A Look at the Political Dynamic

Mayor Wilson position:

- Austerity – the gutting of the public sector.
- ~~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".

City Council position:

- Council is not the power in contract negotiations.
- We do have advocates on Council & we've been meeting with them to push against the '3% cap'.

Bargaining Update

Protec17 Contract TA & Last Best Finals (LBF)

Advantages:

- The City moved for Protec & us.
- Unworkable 3% cost mandate broke.
- COLA fake ceiling broke.
- Movement is a demonstration of fighting and winning.
- Fair Share Tax is great timing.

Challenges:

- Less people building a strike together.
- Movement on COLA good, *and* economics are still low.

Ultimately:

Both the TA and the LBF leave us in a positive position for mediation that will only be made stronger by an overwhelming YES strike authorization vote.

Bargaining Update

Economics

	Mayor's Budget	Protec17 TA	City Final Offer	CPPW Final Offer
Wage Increase FY 26-27	0	Steps*: ~ 40% get step.	0	3.5% all not at top of scale (~75%)
Wage Increase FY 27-28	N/A	Steps*: ~ 40% get step.	0	4.5% all not at top of scale
COLA FY 26-27	3% on \$100,000	3%	3%	3%
COLA FY 27-28	N/A	1-4% CPI	1-4% CPI	1-5% CPI
Longevity	0	2% starting FY 28-29 w/ restrictions	0	2% for 10 yr + at City
Safety Gear	N/A	\$350	\$350	\$350

Bargaining

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
- Improved Immigration, Tribal, and Citizenship Leave to include unlawful detention.

Your Union Proposal:

- 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.

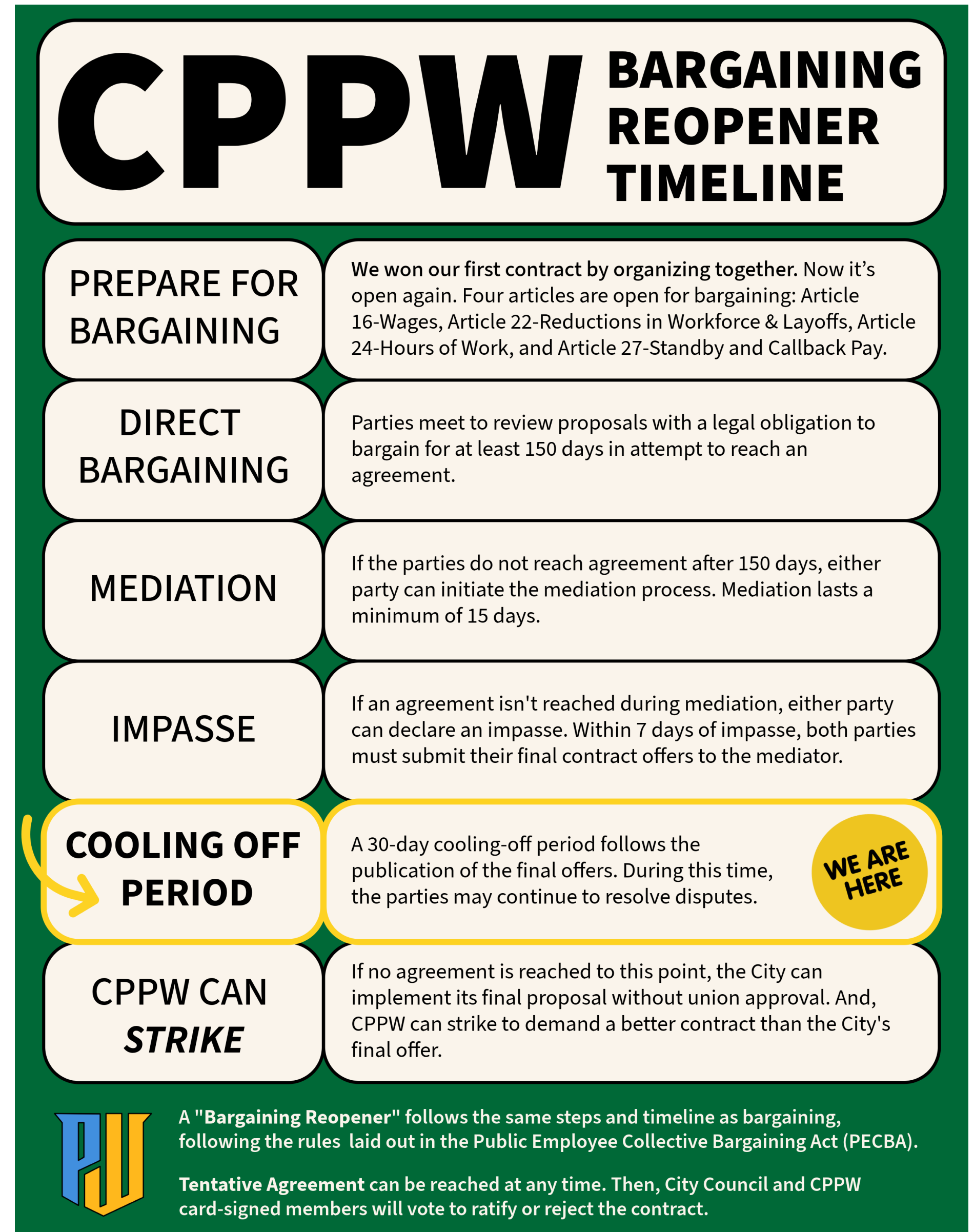
City Proposal:

- Mostly Status Quo

Contract Update

Timeline

- Cooling off: Oct 2-31
- Strike Auth Starts today!
- Mediation: Oct 12
- Mediation: Oct 22
- Earliest possible strike date: Nov 1

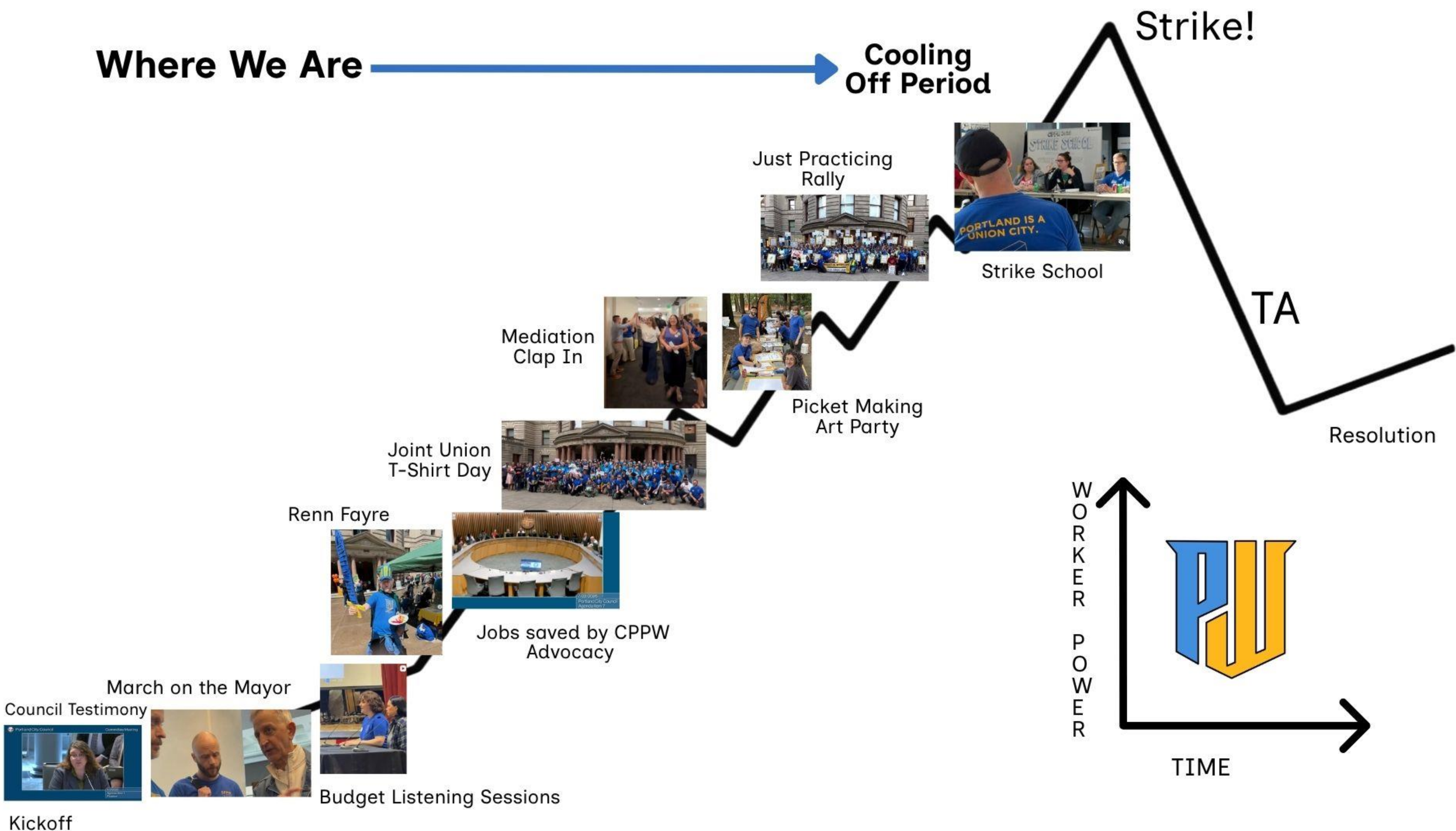


We do this together or we don't do it at all.

We build together, walk together, come back together.

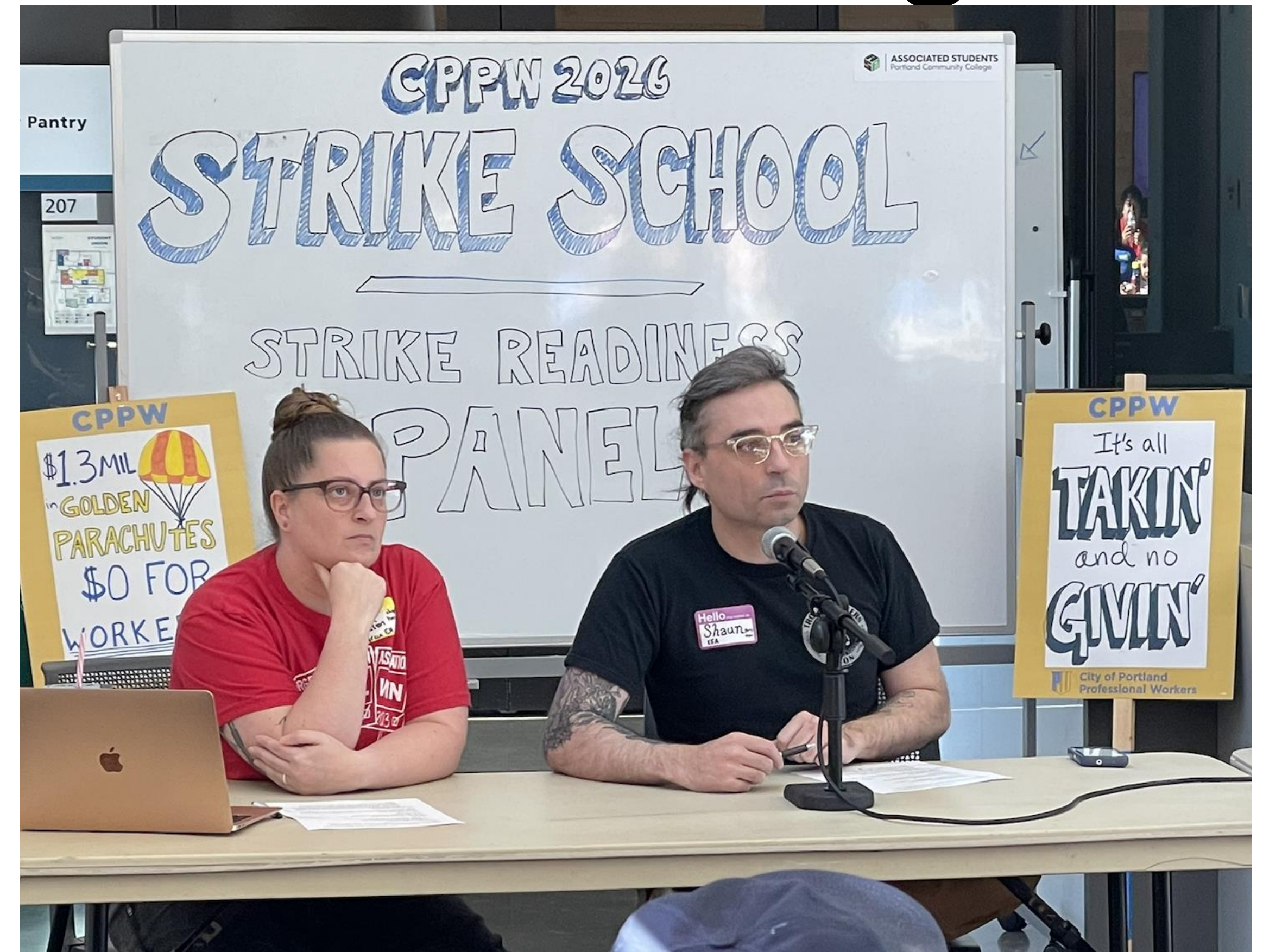


The Path to A Strong Contract!



A Successful Strike is Built Before It Begins

1. Vote **YES** in the Strike Authorization Vote
2. Phone bank with your coworkers on **Saturday October 8th** – RSVP in the Chat
3. Provide your **personal contact information**
4. Strike Preparedness Survey **calls to action**



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

Breakouts

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. This includes logging in and checking your email at home.

The City will do everything they can to convince you to cross 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.

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

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.

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.

Q&A / Discussion