CPPW Info Session

October 29, 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:

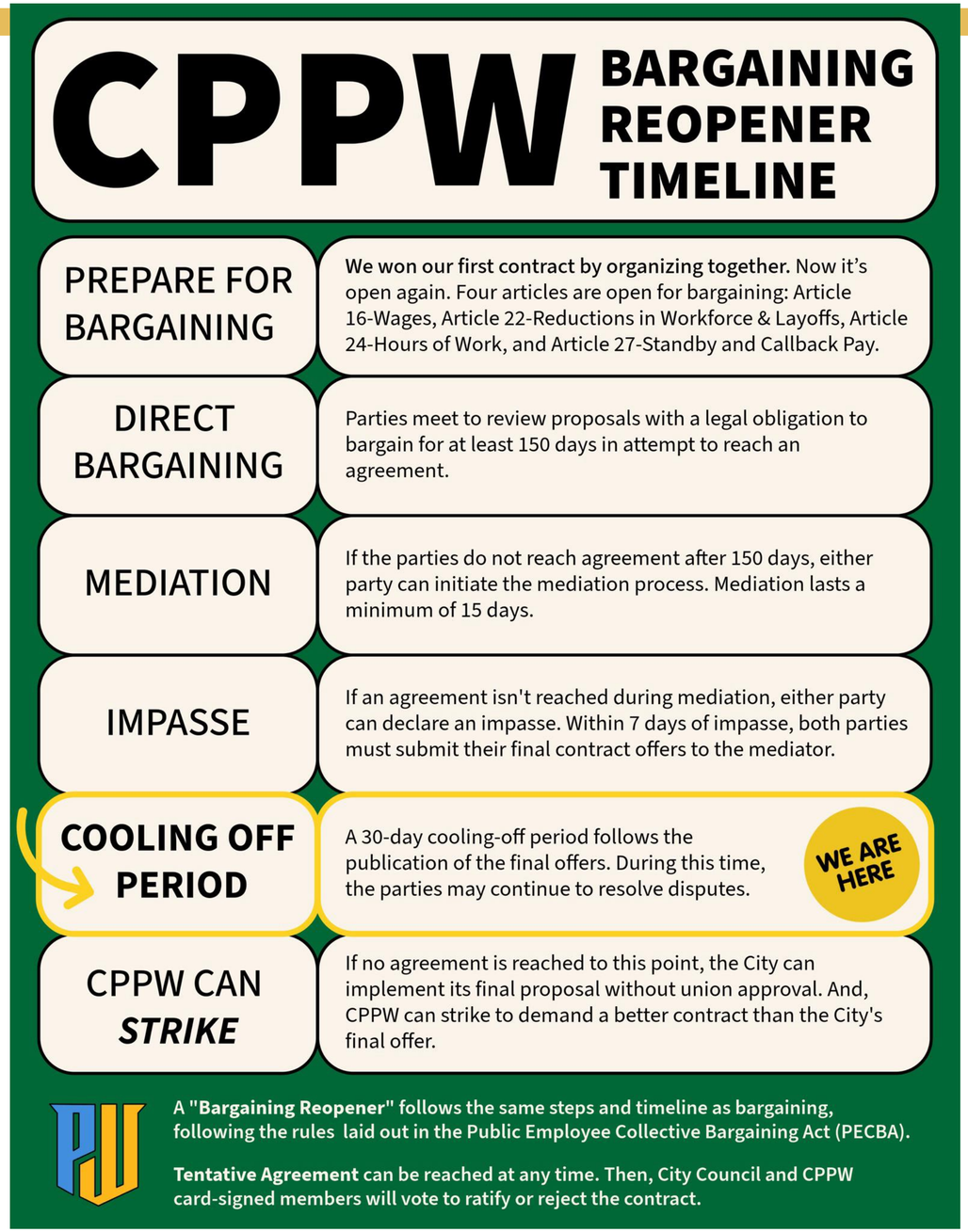
- Comp Time for remote call back when on standby.
- All members eligible for emergency schedule change pay.
- Extended timelines for work location changes, inclusive definitions of "in-person work".

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 have issued 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.

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!



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

Picketing Sign-up

Option 1) Downtown Picket Crew

- City Hall, most picketers will be downtown each day

Option 2) Columbia Boulevard Wastewater Treatment Plant

- Early risers, need ~50 coworkers

Option 3) Roaming Picket

- Early risers, access to a vehicle, need ~50 coworkers, highly flexible

Option 4) Remote Strike Support

- Not everyone can physically picket for a variety of reasons. There will be other ways to support.

CPPW 2026 Picket Sign-up

Unemployment & Other Benefits Workshop

Join fellow CPPW members to learn how to navigate Oregon's new unemployment insurance for striking workers' benefit. We will show you how to set up walk through signing up and giving you information about what you will need to do once a strike starts. We will also have time for Q&A on general benefit related questions.



- **Sunday, Nov 1st from 4-5pm**
- **Zoom**

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