

WHY FORCE A STRIKE OVER THIS?

Strike Flyer · October 14, 2026



Know the Facts



Email City Council

Our offer was equal to what management itself said it could afford. So why is the City forcing a strike instead of settling? Here are the moves we're seeing, and the record behind each one.

What we're asking for: raises paid from July 1, a step at the top of the scale, and health costs that don't keep climbing.

THE PLAYBOOK, AND WHERE WE SEE IT

THE MOVE (our read)	WHAT THE CITY DID (the record)
Hire the strike planners Bring in a firm that plans for the strike before bargaining fails.	The City's chief negotiator is a Fisher Phillips partner the City has used every round since 2018. His firm biography says he is "adept at developing and implementing robust strike contingency and contract implementation plans" and has negotiated "more than 100 pro-employer collective bargaining agreements."
Call it "final" early, then don't move Make bargaining look pointless so members give up on it.	The City set its "final offer" on July 7, then restated it on July 20, August 14 and September 25, by its own published timeline. This is not how management would operate if they sought to avoid a strike.
Make waiting cost workers, not the employer With no back pay, every month of delay is money the employer keeps.	The City says raises start only "upon ratification," and says so at every bargaining session. Every month keeps more than \$100,000 of members' raises with the City, by its own figures. This money—about half a million dollars, and growing—is money earned by workers, but not yet paid. It's also money <i>already budgeted</i> by the City.
Show it can run without you Plan for operations with fewer workers, and make that the new normal.	On October 5, Council voted 9–0 to let the City Manager balance the next budget by "holding positions vacant" and "the reduction or elimination of work and functions that do not provide direct service to the community."
Wait out the strike Strikers aren't paid. Bet that members break first.	The City rejected an offer equal to what it said it could afford and broke off talks the night before the strike. The clock begins for who can outlast who.

THE CITY SAYS IT DOESN'T HAVE THE MONEY

The money is there	The General Fund ended 2024-25 with \$34.4 million, about three times the City's own reserve target of roughly \$11.6 million. Actual results have beaten the final budget seven years in a row.
Back pay is already in their math	The \$7.8 million the City quotes for its own offer, from its own state filing, counts a full year of raises from July 1. But its offer pays nothing until ratification. Every month without a contract, the City's own number overstates what its offer costs by about \$140,000.
Exempt staff didn't wait	The City's exempt employees, including management, got their 4% raise on schedule on June 16, 2026, with no "upon ratification." In 2020 the City added Steps 7–9 to their pay scale.

WHAT WE THINK IT MEANS

- **The playbook only works if we break.** Every move above is built to wear us down. This is about what the contract locks in for years, not what it costs. Staying together is how the playbook fails.

We voted 90.2% yes to strike, with 89% of eligible members voting. We are in this together.

WHAT TO DO: Stay on the line. Back each other up. Don't negotiate alone.

Questions? Ask your steward or email AFSCME2975@gmail.com

Community: join us at City Hall, or scan the code at the top to email City Council.

Sources: Fisher Phillips attorney biography (fisherphillips.com); City of Corvallis "Union Contract Negotiations" page (Oct. 5, 2026), ERB Cost Summary Form (Sept. 4, 2026), Annual Comprehensive Financial Reports FY 2019–2025, exempt salary schedules (6/16/20, 6/16/26); City Council minutes, Oct. 5, 2026, item 7.1; Local 2975 strike vote, Aug. 28, 2026. "The move" column and "What we think it means" are the union's view.