



**CWA/CATALIST BARGAINING REPORT #5
THURSDAY, MAY 29, 2025**

Dear fellow members,

Your CWA bargaining committee met Thursday, May 29, with the Catalist management bargaining committee. It became apparent during the session that we will not reach an agreement by June 30. We did not receive any counters during this session on economic proposals, including any Wage or Benefits counters. We were advised that we would receive them at the next bargaining session. The date of the next session has not yet been determined. As such, we have agreed to an extension of the current contract until September 30.

During this session, Catalist provided 6 counter proposals to our initial proposals: Job Security, Establishment of New Titles, Remote Work, Layoffs and Severance, No Strike No Lockout and Management Rights. In addition, Catalist rejected our Board Representation proposal on the grounds that it is not a mandatory part of bargaining and that the Board has no input into the day-to-day Catalist operations.

After a short caucus session, the Union countered Catalist's counter proposals for Grievance and Arbitration. Catalist took an aggressive stance defending the current grievance procedure.

The Union then reconvened in the caucus room. The proposed probationary period of 9 months that was included in Catalist's Job Security counter generated the most animated discussion, since it would be a substantial increase from the current policy of 90 days. Catalist also proposed to change the title of the Job Security article to "Discipline and Discharge." Thus far we would characterize the tone of the negotiations as pointed but not unexpected.

Bargaining is a whole team effort. If you have something on your mind related to this contract negotiation, now is the time to make your voice heard. Don't hesitate to reach out to any of us.

Your bargaining table committee:

Lisa Fazzini-CWA Staff Representative-Bargaining Chair
Joe Mullikin-CWA Local 2336 Representative
Maggie Fenger

Jake Ward
Sarah Jacob
Chris Koh

And your bargaining advisory committee:

Amanda Williams
Garrett Koller

Quan Li
Malhar Virda