



**BARGAINING REPORT # 28
CWA/CLIMATE REALITY BARGAINING**

WE HAVE AN AGREEMENT

July 23, 2026

Fellow CWA Members:

The Union met with Climate Reality on Monday to review counters on the last 2 proposals that remain unsettled. Climate Reality presented their proposals on Disability Accommodations and one on Benefits. The Union and Company agreed to changes in both of these. **WE HAVE NOW REACHED AN OVERALL AGREEMENT!!!**

Please join us on Tuesday, July 28th at 7 p.m. for a contract explanation meeting to review all the tentative agreements reached during these negotiations. Prior to July 28th, you will receive a complete copy of the proposals to read through

This process has been a journey-more of a marathon than a sprint but there was a lot of ground to cover in this first contract. We appreciate all the support that continued throughout.

Once we hold the contract explanation meeting, the Local will arrange for electronic voting to ratify the contract. The process will be explained on the contract explanation call.

Your CWA Bargaining Team,
Ella Carlson; Alejandro Sobrera Barboza; Ethan Spaner and Lisa Fazzini