



BARGAINING REPORT
EVERYACTION/CWA BARGAINING
JANUARY 13, 2022

Fellow CWA Members,

The Company and the Union have been exchanging non-economic proposals for the last 2 months.

The Company still refuses to give us any kind of acceptable Just Cause provision within the contract. (Just Cause is the standard that management must adhere to when disciplining or discharging an employee. It means that in union settings, the employer must have a reason to act in disciplining an employee, and the reason must be just and fair.) Under no circumstances are we going to allow the company to re-define Just Cause.

The Bargaining Team is aware that yearly raises were recently announced. We have created a survey to get feedback from you so we can utilize this information while preparing our economic proposals. Within the next few bargaining sessions we expect to present some economic proposals to the Company, which may include wages, PTO, health care expenses, etc. Feel free to add any comments onto this survey that you think we should be aware of.

Please take a moment to complete the survey:

<https://www.surveymonkey.com/r/6JQBZ5N>

Bargaining can be a very long process, however we will keep the membership updated as we move along.

“When We Fight, We Win!”

In Solidarity,

Your CWA Bargaining Team:

Tonya Hodges, CWA Staff Representative

Don Tremenziozi, President, CWA Local 1400

Terry Garner, President, Local 2336

Jim Gardler, President, CWA Local 13000

Keri Evinson, Executive VP, CWA Local 1400

Melissa Smith-Kupihea, Executive VP, CWA Local 2336

Jeff Reamer, Executive VP, CWA Local 13000

Karen Cusson, Recording Secretary, CWA Local 1400

Mike Murray, CWA Local 1400

Jennifer Willis, CWA Local 1400

Grace Duginski, CWA Local 2336

MJ Flott, CWA Local 13000