



BARGAINING REPORT

DAY 1 – EVERYACTION/CWA BARGAINING

NOVEMBER 16, 2021

Fellow CWA Members,

Thank you to everyone for such a strong show of solidarity today! We saw many photos of people wearing red, which shows how united we are in our goal of successfully bargaining a first contract.

Your CWA Bargaining Team met with EveryAction today to kickoff bargaining and read the following opening statement:

“MJ, Mike, Jennifer, Don, Keri, Karen, Jeff, Terry, Tonya and Grace are all here today as representatives of the 240+ staff who make up the CWA EA Union members, across EveryAction’s departments.

At EveryAction we are doing more good by building tools to help those in the fight for racial, reproductive, economic, and environmental justice. As workers at EveryAction we are committed to making the world a more just, inclusive and democratic place through technology. Our union is an expression of our investment in these shared values.

We want EveryAction to succeed. We believe fiercely in the mission, our work, and most of all, our people. We also recognize the need for critical changes in this moment when our world and our work are radically shifting.

We believe that the EveryAction leadership is working to improve our company with good intentions. But change has often been slow, and workers have been largely left out of the decision-making process. And that has direct impacts on our staff.

For example:

- EveryAction is excited and committed to bringing people in from diverse backgrounds — but does not provide them the training and support that sets them up to succeed.*
- EveryAction is a place staff want to stay and grow — but without clear growth paths, performance benchmarks for compensation, and transparent decision making, the path is uncertain and subject to bias.*
- EveryAction is excited to give staff new opportunities — but staff are regularly overworked, in some cases clocking in on evenings and weekends, with little support and no end in sight.*

That's why we unionized — to create a more inclusive, equitable, and effective EveryAction— right now.

We want EveryAction to be a better, different kind of Software Company. A place where progressive people can push the work further and make even more impact out in the world. A place where people can learn and grow. A place where clients can see that things are done differently rather than just another company with burnt-out staff. A place where people can spend careers and grow new skill sets. We want the EveryAction that people interview for, and dream of working at, to be the place that meets and exceeds those expectations.

We're excited to partner with you on a contract that will enable us to create a better, more equitable, more inclusive EveryAction.”

The Company presented their initial non-economic proposals to us today (economic proposals are generally towards the end of bargaining). Your Bargaining Team spent the majority of today reviewing these proposals and preparing counter proposals to be presented to the Company when bargaining resumes tomorrow. The Union's counter proposals will be aimed at the agenda items that have been identified by the membership in the bargaining surveys.

Please be aware that bargaining can be a very long process, however we will keep the membership updated as we move along.

“When We Fight, We Win!”

The Bargaining Team is aware that Performance Reviews are in progress. Please rest assured that you can absolutely ask for a raise — the union and our contract bargaining activity should not disqualify you from receiving a raise this year.

This means that if you find yourself in a conversation with your manager about your compensation, and you hear comments like, *“we'd love to give you a raise, but we can't because of the union,”* please know that's incorrect. If that happens, please go to your local for guidance — [find your local here](#).

We'd like to remind you that as union members, you're entitled to [Weingarten Rights](#) in any meetings that could lead to disciplinary action. This means that you are entitled to exercise your Weingarten rights if you're entering a meeting that you reasonably believe could be about a negative performance review. Please remember that **you** must speak up and request a union witness — the company is not obligated to inform you of your Weingarten Rights, or to prompt you to use them.

Remember to use this script to invoke your Weingarten Rights:

“If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative, or officer be present. Unless I have this union representation, I respectfully choose not to participate in this discussion.”

In Solidarity,

Your CWA Bargaining Team:

Tonya Hodges, CWA Staff Representative

Don Trementozi, 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