



**BARGAINING REPORT**  
**EVERYACTION/CWA BARGAINING**

**February 3, 2022**

Fellow CWA Members,

The bargaining team and the Company met today and exchanged non-economic and our first economic proposals.

We are happy to announce that we reached a tentative agreement on several articles today including JUST CAUSE for discipline. As you remember from our last update this was a major sticking point for management. What this means is that once our contract is ratified, management will have to prove and justify any disciplinary action up to and including termination to the Union and possibly an arbitrator.

The Union is now waiting for the company's response to our economic proposals passed today. Future bargaining dates are being secured and we will update the membership as details unfold.

**“One Day Longer One Day Stronger!”**  
**“When We Fight, We Win!”**

In Solidarity,

Your CWA Bargaining Team:

Tonya Hodges, CWA Staff Representative  
Don Trementozzi, 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