



CWA/UPO Bargaining Report #1
Friday, March 1, 2024

Dear fellow members,

Our first meeting was held Monday, January 8, 2024. CWA reviewed the information UPO provided via a CWA request for information (RFI). The request contained questions surrounding funding sources, disbursement, and the frequency of various funding sources. Articles 1-18 were reviewed by both bargaining teams to identify which particular articles that CWA and UPO agreed did not need revision. This enabled CWA to focus on articles that require significant revisions.

Our second meeting was held Monday, January 22, 2024. CWA highlighted challenges presented by the fact that UPO functions as a non-profit. CWA encouraged UPO to find a way to earmark more funding for issues presented around topics such as **wage increases, increased vacation time, and differential pay.**

Our third meeting was held Monday, January 29, 2024. Our CWA staff representative, Lisa Fazzini, was present for this meeting. Articles 19-34 were reviewed by both bargaining teams to identify which particular articles that CWA and UPO agreed did not need revision. Management and CWA exchanged questions and answers regarding these articles. The goal of this kind of real time discussion during bargaining meetings is to ensure understanding on both sides about not just the words in the articles but also the intent of the language in them.

Our fourth meeting was held on Monday, February 5, 2024. UPO brought forth numerous questions regarding authorized Union activities via stewardship and committee engagement. Per UPO's request, CWA agreed to furnish a document outlining general stewardship.

Our fifth meeting was held on Monday, February 16, 2024, UPO's Chief Financial Officer joined CWA at the bargaining table to answer questions specifically surrounding economics that affect our members, such as **Article 8, Article 9, Article 10, Article 11, Article 13, and Article 14.** Prior to this meeting, UPO passed proposals concerning eight (8) articles. UPO explained the reasonings for each change associated with each proposal. Some of the changes offered concerned **benefits, holidays and personal days, bereavement leave, retirement, AIDs policy,** and the **alcohol and drug policy.** There was also discussion surrounding **Appendix 3.**

During the negotiation process, it's essential to continuously demonstrate that we're united in achieving our goal of reaching a strong, fair contract by **wearing your red on Thursdays!!!**

In solidarity,

Your bargaining committee

Melissa Smith-Kupihea – Local 2336 President
Brandon Henry – Local 2336 Executive Vice President
Joe Mullikin – Local 2336 Secretary/Treasurer

Debra Benson – UPO Steward
Michelle Moore
Ronnea Simpkins