



Communications
Workers of America

**CWA/MISSIONWIRED BARGAINING REPORT #3
TUESDAY, MARCH 19, 2024**

Dear fellow members,

Your CWA bargaining committee met last week with MissionWired to continue negotiations on proposals we want in our first Collective Bargaining Agreement. The committee also engaged in separate meetings about proposed Q2 promotion and raise decisions.

In our bargaining meeting, we reached a tentative agreement on four of our proposals: recognition, dues deduction, non-discrimination, and Political Action Fund. MissionWired presented counters to the Union's proposals on union activity and layoff and recall. CWA is reviewing the counter proposals before responding. MissionWired asked additional questions about the severance pay proposal CWA presented. The Union explained our reasoning for the length of wages and benefits we proposed members receive when laid off. The Union impressed upon Mission Wired the importance of taking care of our members when impacted by a life-altering event such as a layoff.

In separate meetings we continued discussions on the proposed Q2 raises and promotions. After collecting feedback from some of you and advocating for higher compensation, the Union was successful in negotiating a higher salary for several of our members. We recognize the raise and promotion process was a large part of why we unionized and we are currently working as a committee to create proposals around these topics.

Our next meeting is scheduled for Thursday, April 4th. Beyond that, we have two additional meetings scheduled with MissionWired in April and have sent dates in May and June to be considered and confirmed.

Thank you for all your input when called upon by the Committee to clarify information. Bargaining is a whole team effort. Please wear red the day of our next scheduled bargaining session, April 4th, to show support for the CWA Bargaining Committee.

Your bargaining committee

Lisa Fazzini-CWA Staff Representative-Bargaining Chair
Grace Duginski-CWA Local 2336 Steward
Maria Betances-Keogle

Noam Efron
Caroline Enloe
Parker Blair