



Communications
Workers of America

**BARGAINING REPORT #4
CWA/CLIMATE REALITY BARGAINING
APRIL 18, 2024**

Hello CWA Members:

The Union and the Employer met yesterday. Climate Reality presented 3 counter proposals on the Union's Layoff/Recall; Severance Pay and Seniority proposals. The CWA bargaining committee will review these counters and prepare counter for them.

The Union presented 3 counter proposals on Grievance Procedure, Arbitration and Union Activity proposals.

The Union initiated discussions on the DRG study and probed whether it was Climate Reality's intention to conduct a study this year. Climate Reality responded that they would hold this study this summer and results will affect 2025 compensation. The study includes all titles held from CEO down to associate levels. Climate Reality stated that the study always has to be done regardless of the budget but that they have the ability to limit the scope of what other services the DRG study can provide. The focus this year will be on job classification and compensation.

The Union was successful in providing an example to Climate Reality during a previous bargaining session about a position missed in the previous DRG study and a promotion withheld. We were informed that has been corrected in favor of our member.

Please don't hesitate to reach out to the CWA Committee about individual issues. You have representation to aid in correcting the issues, which may not just help you but others as well.

We meet again for bargaining on Wednesday, May 22nd.

Your CWA Bargaining Team,

Ella Carlson; Sena Wazer; Vivienne Maxwell; Julia Ridgely and Lisa Fazzini