



CWA/UPO Bargaining Report #3
Monday, June 10, 2024

Dear fellow members,

Our eighth meeting was held on Monday, March 11, 2024. CWA offered proposals concerning Article 5, Article 29, Article 30, Article 31, and Appendix 5. CWA discussed proposed counters concerning Article 4, Article 6, Article 7, Article 26, and Article 31 sent by UPO. Some of the changes offered concerned introductory appointments, union dues deductions and the grievance process.

Our ninth meeting was held on Monday, March 18, 2024. Proposed changes to Article 5, Article 24, Article 29, Article 30, Article 31, and Appendix 5 were discussed. Each side offered explanations on each proposed change or rejection of proposed language.

Our tenth meeting was held on Monday, March 25, 2024. The status of each article in the contract was reviewed and tentative agreements on certain articles were made. Ongoing discussions surrounding Appendix 1 continued. Several requests for information submitted by CWA were answered and clarity was provided that will assist with the contract negotiation process.

Our eleventh meeting was held on Monday, April 8, 2024. A large focus of this meeting pertained to the safety of CWA members at work. Another request for information went to UPO.

Our twelfth meeting was held on Tuesday, April 23, 2024. Concerns were addressed regarding job duties and performing tasks outside the scope of each job description. Overtime eligibility according to FLSA was discussed, as well. CWA also proposed language surrounding harassment in the workplace.

Our thirteenth meeting was held on Monday, April 29, 2024. Appendix 1 continues to be a topic of discussion. The status of each article in the contract was reviewed and tentative agreements on certain articles were made. CWA proposed changes to Article 21 and Article 22. Topics included training and safety.

Our fourteenth meeting was held on Monday, May 6, 2024. A request for information was sent to UPO prior to this meeting. Changes to Article 10 were discussed. There were also some discussions surrounding wages.

In solidarity,

Your bargaining committee

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

Debra Benson – UPO Steward
Arthur Bell – UPO Steward
Michelle Moore