



Communications  
Workers of America

## **BARGAINING REPORT #10 CWA/CLIMATE REALITY BARGAINING OCTOBER 25, 2024**

Hello CWA Members:

Your CWA/Climate Reality Bargaining Committee met today.

The Union presented 1 counterproposal to Climate Reality dealing with Seniority. This proposal acknowledges time earned from date of hire as well as earning time spent as an intern or part-time or full-time employee. The Union also presented 2 new proposals, one codifying and broadening language from the handbook about Time Off to Vote. The other introduced an Hours of Work proposal. This proposal introduces the practice of having a 35-hour work week and the ability to choose to work a flexible week (working a shorter week of longer days and/or outside of Climate Reality's business hours of 8 am – 6 pm). This proposal also introduced the practice of earning comp time for our exempt (not qualified for overtime) bargaining unit members who work weekends; holidays and travel hours exceeding the normal weekly hours. Climate Reality will review and respond.

Climate Reality presented 1 counterproposal on Employee Classification. The committee will review and respond. We have reached 2 tentative agreements. One on Layoff & Recall and the other on Severance Pay.

The next scheduled bargaining session is Wednesday, December 4, 2024. The Union will continue to meet during the month of November preparing proposals for the upcoming sessions.

Please wear red on days we have scheduled bargaining sessions with Climate Reality. It is one way to show support for your bargaining team and signal you are engaged in this process even if you are not sitting at the bargaining table.

Your CWA Bargaining Team,  
Ella Carlson; Cate Henning; Taina Colon; Josephine Gingerich; Alejandro Sobrera Barboza; Julia Ridgely and Lisa Fazzini