



CWA/MISSIONWIRED BARGAINING REPORT #7 THURSDAY, JULY 25TH

Hello fellow members:

Your CWA bargaining committee met with MissionWired last Thursday, July 18th, and today for an afternoon negotiation session.

On Thursday, July 18th, the parties exchanged several proposals. The Union presented 4 new proposals to codify some policies that exist in MissionWired's handbook now. Once inserted in the contract, the policies cannot be changed for the duration of the contract unless MissionWired approaches the Union to bargain over the change. The policies the Union passed included Pay Periods and Payroll Deduction; Disability Accommodation; Religious Accommodation and Diversity, Equity and Inclusion. While much of the handbook language was included in our proposals, the Union did expand language for the disability accommodations, pay periods and diversity, equity and inclusion proposals. In this session MissionWired passed two counters on Employee Classifications and Discipline and PIP.

During today's session, the Union presented 4 additional new proposals. These proposals addressed more policies but also new language not in the handbook. Topics of the Union's proposals were Education and Training; Travel Reimbursement; Hours of Work and Client and Internal Meals. In today's session. MissionWired provided counters on the following proposals of ours: Disability and Religious Accommodations; Pay Periods and Deductions and Job Posting/Promotions/Transfers.

We have added two additional bargaining unit members to our committee: Abby Hardin and Emily Profeta. The Union's core committee during the calls with MissionWired consist of 6. Because of work schedules the same committee members can't always attend, having alternates available to fill in prevents the Union from having to reschedule sessions.

Bargaining is a whole team effort, and it could not be done without the support of our members. Please **wear RED** the day of our next scheduled bargaining session on Wednesday, August 14th, to show support for and solidarity with the CWA Bargaining Committee.

Your bargaining committee,

Lisa Fazzini-CWA Staff Representative-Bargaining Chair
Grace Duginski-CWA Local 2336 Steward
Marko Bautista
Emily Profeta

Parker Blair
Noam Efron
Abby Hardin
Caroline Enloe