



Communications
Workers of America

**BARGAINING REPORT #9
CWA/CLIMATE REALITY BARGAINING
OCTOBER 8, 2024**

Hello CWA Members:

Your CWA/Climate Reality Bargaining Committee met today.

The Union presented 1 counterproposal to Climate Reality dealing with Employee Classifications. This proposal will define full-time and part-time status and has language to prevent independent contractors from being hired to erode the bargaining unit.

Climate Reality presented counterproposals on Layoff & Recall and Severance Pay. We are close to an agreement on these issues.

The Union expanded on information Climate Reality provided in our Request for Information on Healthcare. The committee identified issues with CareFirst and provided specific examples of how billing and services occur when located outside of the DMV area. Climate Reality will be taking steps to address getting a CareFirst representative that understands these differences in to speak with employees.

Our next scheduled bargaining session is set for Friday, October 25th, 2024.

Please wear red that Friday whether remote or in the office to show support for the bargaining team.

Your CWA Bargaining Team,

Ella Carlson; Cate Henning; Taina Colon; Josephine Gingerich Alejandro Sobrera Barboza, Grace Duginski and Lisa Fazzini