



CWA/MISSIONWIRED BARGAINING REPORT #5 WEDNESDAY MAY 22ND , 2024

Hello fellow members:

Your CWA bargaining committee met with MissionWired on Thursday, May 2nd and again this Wednesday, May 22nd. During the 5/2 session, CWA presented three new proposals.

The 3 new proposals touched on topics addressing **Union Membership and Security; Disciplinary and Discharge Procedures**; and **Performance Improvement Plans**. MissionWired raised a number of questions about our **Discipline and Discharge; Performance Improvement Plan** proposals. They had concerns about the length of time the Union proposed before MW could put someone on a PIP or terminate them. The Union reminded MissionWired that we were in the business of keeping members employed.

MissionWired reviewed their counter to the Job Postings/Promotions/Transfer proposal CWA presented in our April 4th bargaining session. We did not accept the changes made in their counter and will be countering back after engaging in additional discussions with them during our next bargaining session. These topics are one of the top 5 most important issues raised by you and we want to ensure that there are clear guidelines and transparency within these processes for all members.

The Union questioned MissionWired about the recent 'Spot Bonuses' given to some members, specifically questioning them about whether they notified CWA of any additional compensation changes in Q2 and what the basis of these were. MissionWired apologized for failing to notify CWA as previously agreed upon. We submitted a formal RFI on this topic because like any other type of compensation – the bargaining committee should be notified beforehand.

During the 5/22 bargaining session the Union posed a number of questions for discussion surrounding the employee census, temporary positions MissionWired is hiring for and bonuses. The Union also reviewed the index of proposals to highlight the number of proposals MissionWired has not yet responded to. MissionWired presented their counters on No Strike/No Lockout; Grievance Procedure; Labor Management Committee and Union Activity. We are making headway on many of these standard labor contract proposals and will be moving to address specific MissionWired practices; processes and procedures.

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 Thursday, May 30th, 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

Parker Blair
Noam Efron
Caroline Enloe