



COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

LOCAL 2336-DISTRICT 2-13

151 RIGGS ROAD, N.E., WASHINGTON ,D.C. 20001

OFFICE #: 202-291-1500

FAX#: 202-829-0202

WEBSITE: www.cwalocal2336.org

CWA/United Planning Organization 2025 Tentative Agreement Summary

CWA is pleased to announce that we have reached a tentative agreement with the United Planning Organization to extend the current collective bargaining agreement. The current contract is set to expire February 28, 2025. The NEW tentative agreement, subject to ratification by the membership, will have an expiration date for February 2028.

Duration of Contract Extension: The three-year agreement will continue the terms of the current contract in full, unless otherwise noted, until 11:59 p.m, on February 28, 2028.

Labor Management Cooperation: Quarterly meetings between UPO and CWA to address working conditions, improving efficiency, as well as other issues raised by employees will be continued with meetings now designated to happen in March, June, September, and December of each year.

New Job Titles and Classification: We will update Appendix 1 quarterly instead of annually.

Hours of Work and Work Scheduling: Short-term and Long-term tours of duty defined clearly. Temporary/Short-term will last no longer than 2 weeks (10 working days). Long-term will last longer than 2 weeks.

Salaries and Wages: A 4% COLA was issued by UPO to everyone. This was a result of persistent and intense discussions surrounding the Union's ability to inquire about increases outlined in Article 8, Section b. of the contract.

Predetermined Leave: 5 consecutive days will be scheduled during the Summer Break instead of the 5 consecutive days around July 4th .

Holidays: An additional holiday was added by UPO for all employees and has also been made contractual. Columbus Day was renamed as Indigenous People Day.

Personal Days: You still get 2 days. One day will be issued upon hiring and the other one can be used after 3 months of employment.

Bereavement Leave: The change allows for bereavement to not have to be scheduled consecutively anymore.

Office of Early Learning:

- No Bargained for employees should be left in any supervisory position in absence of management.
- Bargained for employees within the Centers moved from grant to grant now will now be given two weeks written notice.

- Added language to further support teachers dealing with special needs children

Comprehensive Drug and Alcohol Policy: Language added to help members get modified work assignments that may need due to medications they may have to take.

Seniority: Seniority will be used as the tiebreaker when selecting employees for promotions or open positions applied for.

Grievance Procedures: We have modified grievance deadlines throughout the Articles.

Union Activity: Established and added hard deadline for UPO to furnish the Union with notice of new Union Activity.

Resignation: Process has been streamlined for UPO members when choosing to resign.