



**CWA/CATALIST BARGAINING REPORT #1
THURSDAY, MARCH 13, 2025**

Dear fellow members,

Your CWA bargaining committee met today with the Catalist management bargaining committee: Hillary Anderson, Russ Rampersad, Julianne Kwon, Melody Fassino, and outside counsel Shelby Silverman.

After each CWA committee member gave a brief introduction communicating goals for these negotiation sessions, the Union then presented 8 new proposals on topics: Union Representation, Non-Discrimination, Bereavement Leave, Job Security, Sick Leave, Grievance Procedure, Arbitration Procedure, and Parental Leave. For the Bereavement, Sick, and Parental Leave policies, we're looking to expand the amount of paid time off, clarify the process, and expand protected use cases. In both the Grievance and Arbitration procedures, we're looking to add an intermediate layer of initial meetings before escalation to HR, change timelines to make a more efficient process to settle disputes, and set up a panel for arbitrators. For Union Representation, we're looking to expand the Union's ability to provide representation and information to members while at work and off-the-clock.

Our next meeting is scheduled for Tuesday, March 25th.

Bargaining is a whole team effort. Please change your Slack profile picture to the [Catalist Union logo](#) on the day of our next scheduled bargaining session, March 25th, to show support for the CWA Bargaining Committee.

Your bargaining table committee:

Lisa Fazzini-CWA Staff Representative-Bargaining Chair
Joe Mullikin-CWA Local 2336 Representative
Maggie Fenger

Sarah Jacob
Garrett Koller
Kirsten Walters

And your bargaining advisory committee:

Amanda Williams
Jake Ward
Quan Li

Chris Koh
Malhar Virda