



**CWA/CATALIST BARGAINING REPORT #6**  
**FRIDAY, JUNE 27, 2025**

Dear fellow members,

Your CWA bargaining committee met on Friday, June 27, with the Catalist management bargaining committee. The extension of our current contract runs until September 30, and we will continue efforts to come to an agreement by that date.

Catalist requested a delay to the start of this session, which we accommodated. During the session, Catalist provided 8 counter proposals to our initial proposals: Benefits, Bereavement Leave, AI Tools, Vacation, Parental Leave, Sick Leave, Holidays and Wages. Catalist also delivered a presentation on the rationale for their Wages Proposal.

There was a consistent theme across all of management's counter proposals: they are holding the line on the current contract on virtually all items, with the exception of the Wages Proposal. On this topic, we believe that what Catalist has offered is actually, on net, worse than our current contract, and their overall offer was well below what we would be willing to accept.

Catalist's proposal centers around a reduction in the annual increase from 3% to 2%. To partially compensate for this reduction, they have offered a tiny one-time service bonus payment at ratification, as well as annual service bonus payments in July 2026 and July 2027. The service bonus roughly equates to 1% of the current membership salary pool, but over the course of the contract, this is a clear reduction in overall dollars compared to what the current contract would provide. In conjunction with this proposed change, management also rejected our proposed simplified framework and offered a revised version of the grid reflecting 2% differences between steps instead of 3%. We view a 2% annual increase as insulting.

During their presentation on their Wages Proposal, management provided supporting data related to salaries for each title, as well as some additional financial projections suggesting that our initial Wages Proposal would be unsustainable for Catalist as an organization. Management also suggested that managerial non-unit employees at Catalist are working under terms less favorable than the current contract for unit members.

The Union sent a counter on Catalist's initial Management Rights proposal after Catalist provided their counter proposals.

The Union had a caucus afterwards, and our initial reaction to Catalist's proposals was not enthusiastic.

The bargaining committee will review the Wages proposal and the accompanying presentation in more detail and discuss possible counters in the next couple of weeks. We will subsequently do the same for the other counter proposals provided during this session, but much of the initial effort will be reviewing the Wages proposal.

**At this time, we are asking everyone to attend one of our monthly membership meetings, which will take place at 12:30pm and 6pm ET next Tuesday, July 8.** In these meetings, we will further discuss Catalyst's counter-proposals on wages and other important topics, and potential next steps for our unit. Your engagement will be a crucial ingredient to pushing back on these proposals and winning real improvements for all of us in our new contract, so we hope to see you there. We may call additional ad-hoc meetings with the entire membership later in the month, so hold tight for further updates. We also welcome any comments or feedback at any time regarding any economic proposal, so don't hesitate to reach out to any of us.

Our next bargaining session with Catalyst management will occur in late July.

Your bargaining table committee:

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

Sarah Jacob  
Chris Koh

And your bargaining advisory committee:

Amanda Williams  
Garrett Koller  
Jake Ward

Quan Li  
Malhar Virda