



**CWA/CATALIST BARGAINING REPORT #7  
FRIDAY, AUGUST 7, 2025**

Dear fellow members,

Your CWA bargaining committee met on Thursday, August 7, 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.

The Union caucused for one hour before starting the session. During the session, the Union sent back five counter proposals to previous Catalist counter proposals: Artificial Intelligence, No Strike No Lockout, Establishment of New Titles, Bereavement Leave and Wages. The Union, similar to the first time the Wages proposal was presented, provided Catalist with a short presentation on the rationale for our Wages counter. Our second Wages proposal represents a financial reduction from our initial proposal, but maintains our dual focus on the unit priorities of wage equity and keeping up with the cost of living.

The discussion between Catalist and the Union after we presented our Wages proposal was more detail-oriented and animated than any discussion to date. As with the last proposal, Catalist once again claimed that the Union's wage plan would not be sustainable for the organization. Moving forward, we will be looking to push Management to back up these claims with more solid financial data. We also await their next counter proposal on wages to see if there will be any movement.

The Union had a caucus afterwards, much of which centered around the details and discussion of the Wages article, the financial metrics and how to interpret them. Our next proposal will very likely be influenced by how Catalist addresses our request to better understand its true operating situation.

**We are asking all members to join us in one of our August Unit Meetings, which have been postponed 2 weeks to Tuesday, August 26, for a more extensive bargaining update and discussion of next steps.**

Our next bargaining session with Catalist management will occur on Wednesday, August 20, 2025. As always, we welcome any comments or feedback at any time, so don't hesitate to reach out to any of us.

Your bargaining table committee:

Lisa Fazzini-CWA Staff Representative-Bargaining Chair  
Brandon Henry-CWA Local 2336 Representative  
Jake Ward

Sarah Jacob  
Chris Koh  
Garrett Koller

And your bargaining advisory committee:

Amanda Williams  
Maggie Fenger

Quan Li  
Malhar Virda