



CWA BARGAINING REPORT

SEPTEMBER 9, 2025

Fellow CWA Members,

The Company and the Union met last week for introductions and opening statements (CWA's opening statement is attached below) before beginning bargaining today. The bargaining unit survey results were loud and clear: our work should be done by the members of this union!

Today we officially kicked off bargaining by presenting our first proposals to the Company to improve working conditions, reclaim our work and add security to our jobs. The Company is in the process of reviewing those and has not yet responded.

Your support and mobilization is the only way we can win. **WEAR RED** and [change your slack icon to the CWA logo](#) (:cwastrong:) every Thursday to support your Bargaining Team.

Our next session is scheduled for September 16th when we expect the company to respond to our proposals and to give us their first proposals. We will send updates as bargaining progresses.

“When We Fight, We Win!”

In Solidarity,

Your CWA Bargaining Team:

Katie Montalbano, CWA Staff Representative

Melissa Smith-Kupihea, President, Local 2336

Maureen Adams, Vice President, CWA Local 1101

Heather Trainor, Business Agent, CWA Local 1101

Keri Ciminera, Executive VP, CWA Local 1400

Jeff Reamer, Executive VP, CWA Local 13000

Karen Cusson, Recording Secretary, CWA Local 1400

Theresa Dobson, Treasurer, CWA Local 1400

Josh Dellaquila, CWA Local 1400

Sofia Cangiano, CWA Local 2336

Ryan Brown, CWA Local 13000

Shubha Soman, CWA Local 1101

CWA Opening Statement for Negotiations

On behalf of the Communications Workers of America in District 1 and District 2-13, representing Locals 1400, 1101, 13000 & 2336, we come to this table today ready to bargain in good faith and determined to secure a contract that reflects the compensation, respect, transparency, and fairness that our members deserve.

The last contract term has not been without its struggles. Too often, communication between management and the union has been inconsistent, leaving problems to fester instead of being resolved. These include resolving simple matters; such as answers to basic questions going unanswered, and delays in the grievance process.

At times we have tried to negotiate proposed changes in the bargaining unit, yet most of these bargaining sessions have never been able to come to fruition largely in part due to the inability of us to move the process along. THEN to be insulted by the fact that management mis-interprets these delays and communicates them to our members as the Union is solely to blame.

We have faced repeated issues with lack of trust, particularly when it comes to moving workers in and out of bargaining units without adequate notice or

dialogue. These unilateral changes disrupt lives, and weaken the very foundation of collective bargaining. The consequences of these practices are clear.

During our last round of negotiations, we had more than 250 members in this bargaining unit. Today, we have just over 130; that's nearly ½ of our bargaining Unit. This loss is not accidental—it is the direct result of layoffs and the shifting of workers in and out of the unit. This erosion of our bargaining power harms not only the union, but also the stability of the workforce and the quality of service provided by the company.

Respect for the union and for the workers we represent is not optional. Our members deserve to be heard and to have their concerns addressed promptly. Yet time and again, we have waited too long for answers to basic questions, or for management to get back to us in a timely manner. Delay in communication is delay in resolution for our members, and it prevents us from facilitating the changes that both sides know are necessary to improve this workplace.

Additionally we plan to address ways in which we can ensure our members are fairly compensated and have sales compensation plans that are fair, clear, and do not have unfair tactics which harm their earning potential.

Our members have carried this company through change, uncertainty, and challenge. They have adapted, sacrificed, and continued to deliver excellence every day. Now it is time for this contract to honor their work, compensate these efforts, safeguard their rights, and build a stronger, more respectful partnership going forward.

We are here in good faith. We are prepared to do the hard work. And we expect the same from management.