



**CWA/CATALIST BARGAINING REPORT #10  
WEDNESDAY, SEPTEMBER 10, 2025**

Dear fellow members-

The Union met with Catalist in back-to-back sessions on Tuesday, September 9th, and Wednesday, September 10th. The Union proposed extending the contract for another 30 days after we reviewed some of their economic counters and realized that we are still apart on major topics. Management agreed to the extension, so the current contract will now be in effect through October 30th.

On Tuesday, the Union presented 2 counter proposals, on Dues Deduction and Discipline and Discharge (previously titled Job Security). After fielding some questions regarding our counters, Catalist agreed to review them. It was determined that one of their previous counters on AI was meant for a different bargaining unit and was sent to the Union in error. Catalist sent us a corrected AI Tools counter later in the day.

Catalist presented their counter on Layoffs and Recall. Their counter represented some improvement from their last offer, including an increase in the minimum amount of severance for bargaining unit members.

Management closed the Tuesday session by presenting their new Wage counter in response to the Union's counter proposal given on September 3. There was some positive movement, including an increase in the minimum floor on wages and an increase from their prior proposal on minimum salary increases associated with promotions. The proposal also included a bonus shift from an annual service bonus to a larger upfront ratification bonus. However, the Union noted that these changes wouldn't bring any immediate relief to any current union members from a salary perspective, and our reaction to this counterproposal was tempered and underwhelmed.

The Union pleaded with management to consider the fact that members in the lower half of salaries within the unit had described real day-to-day struggles with the cost of living for any future Wages proposals. We believe that the movement we did see from Management on Wages, while minimal, was a result of the powerful testimonials presented at last week's session. The CWA bargaining committee wants to thank everyone that participated. We will be continuing to emphasize this message as we move forward in negotiations.

Catalist also responded to the mentions of mental health access from the September 3 session by emphasizing the fact that there are three free sessions per topic available through the current EAP program that it would like to make sure that unit members are aware of. However, we understand that 3 standalone sessions is not sufficient for addressing the real mental health concerns raised by our membership.

The Union also reiterated its request for more clarity on Catalist's financial picture at the close of Tuesday's session.

There was a one-hour caucus before the Wednesday session. During the Wednesday session, Catalist provided some more specific answers to our financial questions from the prior two sessions, which continued to paint Catalist as an organization with significant cost constraints due to the mission-oriented nature of its work. In addition, Management pointed out that they get 1,500 applications for some job postings as a reflection of the desirability of working at Catalist. The Union reiterated that the salary levels for some unit members, regardless of other factors, is leading to day-to-day struggle.

Management then provided counterproposals on Deduction of Dues, Grievance, Arbitration and Discipline and Discharge, and indicated that it was holding on its position on the Management Rights, Vacation, and Sick Leave proposals. The Union pointed out that Catalist's current sick leave policy was less generous than similar peers, and reiterated that we believe that more vacation days should be allowed to roll over between years due to the cyclical nature of the business.

The Union then presented a counter proposal on Union Representation before finishing with another Wages counterproposal. It remains to be seen how Catalist will respond to our latest counterproposal, but ***our high-level takeaway is that Catalist is being very rigid in how it is approaching all aspects of this negotiation, and especially on Wages.***

**As such, we are asking for all-hands-on-deck participation for our next membership meeting on Tuesday, September 16, 2025 at 6pm ET. We want to collect as much feedback as possible on important strategic decisions and ask that everyone attend this meeting, as there could be far-reaching effects of any decisions that are made.**

Our next bargaining sessions with Catalist management will occur during the week of September 22, 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  
Joseph Mullikin-CWA Local 2336 Representative  
Chris Koh

Maggie Fenger  
Jake Ward  
Sarah Jacob

And your bargaining advisory committee:

Amanda Williams  
Garrett Koller

Malhar Virda  
Quan Li