



**CWA/CATALIST BARGAINING REPORT #11  
WEDNESDAY, SEPTEMBER 22, 2025**

Dear fellow members-

Your CWA bargaining committee met on Monday, September 22, with the Catalist management bargaining committee. With the current contract extension set to expire at the end of October, we are working hard to resolve the remaining issues.

The Union presented a package of counter-proposals covering AI tools, grievance/arbitration procedures, discipline/discharge protections, management rights, and dues deduction. Progress was made toward agreement on several of these articles, and a few are close to tentative agreement.

A significant portion of the session focused on layoff, recall, and severance policies. The Union raised concerns about how returning employees would regain benefits and leave, and pushed for clearer, fairer language on severance. Management provided explanations but acknowledged areas that need further review.

The Union also continued to push for improvements to leave policies, including vacation and sick leave, while management explained their alleged financial limitations. On benefits, discussion centered on clarifying what is included in the home office budget and ensuring union input on health coverage decisions.

We emailed our counter-proposals and management sent us their proposed dates for future bargaining dates starting in early October.

Visible member support remains critical as we fight for a contract that protects our jobs, secures fair leave policies, and improves healthcare and benefits.

Thank you for your support. As always, we welcome any comments or feedback at any time, so don't hesitate to reach out to any of us on the Union Slack.

Your bargaining table committee:

Lisa Fazzini-CWA Staff Representative  
Brandon Henry-CWA Local 2336 Representative  
Garrett Koller

Maggie Fenger  
Jake Ward

And your bargaining advisory committee:

Amanda Williams  
Sarah Jacob  
Quan Li

Chris Koh  
Malhar Virda