



9/26/2025

Dear Members,

We are deeply troubled by the recent announcement from Climate Reality regarding upcoming layoffs. The Union was not given enough advance notice or indication that this was being considered to bargain on this decision before Climate Reality's announcement. This news is difficult for all of us, and we recognize the uncertainty and stress it brings, particularly to those who may be directly impacted.

Please know that the Union is actively engaged in working to ensure that those affected receive the maximum possible support and benefits we can negotiate. During the bargaining process your bargaining team negotiated for strong severance protections, continued healthcare coverage, and access to resources, whenever the employer decided a layoff was necessary. Those protections are being applied during these layoffs and are afforded to all impacted bargaining unit members regardless of whether an individual signed a union authorization. We did not expect this now. Our priority is to do everything within our power to sustain and advocate for our members.

We also want to address a concern that many of you may have: these layoffs are *not* connected in any way to the ongoing negotiations around wages or other elements of our current collective bargaining process. Climate Reality confirmed that these actions were not influenced by our proposals at the table. Our bargaining team remains committed to securing fair and competitive wages and conditions for all members.

In the face of this news, we are standing together. We will continue to communicate transparently and advocate tirelessly on your behalf.

Your Bargaining Committee:

Ella Carlson; Alejandro Sobrera Barboza; Ethan Spaner; and Lisa Fazzini.