

**CWA BARGAINING
NOVEMBER 10, 2025**



REPORT

Fellow CWA Members,

Your Bargaining Team met with the Company today. We aren't meeting with the company again until 12/1. Since our contract extension ends 12/12 now is the time to send a clear message that we deserve a fair contract that respects the workers.

The Company continues to take the position that non-union and contract workers should have their hands all over the EveryAction/NGP-VAN/Mobilize/Salsa platforms. Every day the company denies Union protection to our coworkers even as they are performing bargaining unit work.

Job Security remains the most important goal of this bargaining team and the best way to do that is to bring all the work back to members who work under the contract. Wait for instructions from your mobilization team for next steps.

In the meantime:

- We're asking you to change your Slack Icon :cwastrong: to make sure management knows you're watching!
- We've added CWA Zoom background options to your #members channel, so make sure to download and add them for your internal calls. Are you on a weekly standup? One-on-one with your manager? Make sure to change your background!

“WHAT'S DISGUSTING? UNION BUSTING!”

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 Blaisdell, Treasurer, CWA Local 1400

Josh Dellaquila, CWA Local 1400

Sofia Cangiano, CWA Local 2336

Ryan Brown, CWA Local 13000

Shubha Soman, CWA Local 1101