

SUMMARY OF TENTATIVE AGREEMENT
BETWEEN
COMMUNICATIONS WORKERS OF AMERICA
DISTRICT 2-13, LOCAL 2336
AND
CATALIST
DECEMBER 2025



CATALIST SUMMARY TENTATIVE AGREEMENT

NOVEMBER 14, 2025

CWA is pleased to announce that we have reached a tentative agreement with Catalist to secure a successor collective bargaining agreement. The contract duration shall be from July 1, 2025 up to and including June 30, 2029. This tentative agreement is subject to ratification by the membership. A brief explanation of the improvements and changes made during this round of bargaining are listed below.

1. Wages and Other Compensation

The Agreement provides wage increases in 2026 of 3%; 2027 3%; 2028 2% and 2029 2% . As a result, the base wage will increase by a total of 10.4% from 2025 through 2029 (compounded).

A ratification bonus of \$1500 will also be paid out to all bargaining unit members during the pay period after ratification.

- a. **General Wage Increase –**
- b. **3% in 2026 payable at time of**
- c. **3% in 2027 payable at time of**
- d. **2% in 2028 payable at time of**
- e. **2% in 2029 payable at time of**
- f. **Compounded increase: 10.4%**

A). Increased minimum salaries for new hires Grade 001 Step 4 to \$55,182.82

B).The maximum salary for each position is capped at the highest step for the salary grade of each position. Once a unit member hits the cap, they will begin receiving a one-time payment instead of a raise. For July 1,2025 - June 30, 2027 (3% grid), the highest step is step 8, and from July 1,2027 - June 30, 2029 (2% grid), the highest step is step 12.

C). SIDE LETTER

2. ARBITRATION

- **New Article:**

- A panel of 3 arbitrators were established to hear disputes not resolved during the grievance process.
- Time limits were set of 20 business days to advance a grievance to arbitration after receiving an answer at Step 2 of the grievance process.

3. ARTIFICIAL INTELLIGENCE

- **New Article:**

- Secured 2 spots for bargaining unit members to serve on the AI Policy Working Group
- Specifies certain actions cannot be done by AI but rather by human decisionmaker (like performance evaluations; discipline; termination and promotions)
- Training will be provided, if needed, on any AI tool required to perform assigned job duties

4. BENEFITS

HEALTHCARE:

- a). Catalist will continue to offer medical, dental, vision and prescription drug insurance to all full-time employees.
- b). The Healthcare Committee will meet quarterly giving members an opportunity to provide examples of experiences with the benefit plans.

PROFESSIONAL DEVELOPMENT

- a). Of the \$750 professional development stipend; members can use up to \$500 for home materials or expenses.

FSA

- a). If the Employer offers a health insurance plan that includes a flexible spending account, employees who participate will be offered that option.

5. DISCIPLINE AND DISCHARGE

NEW ARTICLE:

- a. Probationary period of 180 days
- b. No employee in a probation period has grievance or arbitration rights but will receive a written summary stating reason for any disciplinary action.
- c. Any member not in a probationary period shall not be disciplined or discharged without just cause.

6. ESTABLISHMENT OF TITLES

- a. Added job title to exist with job track for any new title created.
- b. For any new title created the minimum salary shall not be lower than the minimum salary established in the Wage Schedule.

7. HOLIDAYS

GAINED 2 ADDITIONAL DAYS-NO LONGER DISCRETIONARY FOR EMPLOYER

- a. Inauguration Day added as permanent holiday in presidential election year
- b. Day after Christmas 12/26, added as permanent paid holiday every year
- c. Total of 16 paid holidays (previous total was 14)

8. GRIEVANCE PROCEDURE

- a. Set timelines to have Catalist provide requested information.

9. LAYOFFS AND SEVERANCE

EXPANDED LANGUAGE AND BENEFITS

- a. Added that the Employer provides 15 day notice. Can be put on paid administrative when notice served.
- b. Transfer opportunity added
- c. 4 week minimum severance pay plus two weeks notice; net provides a floor for less senior employees

- d. Added 2 months of COBRA paid by Catalist
- e. 8 months of recall privileges
- f. Will not interfere with UE benefits

10. MANAGEMENT RIGHTS

- a). Just cause added into language which is protection for members when Employer levels disciplinary action.
- b). When Employer makes changes to handbook policy or any other Employer regulations will provide advanced notice

11. NON-DISCRIMINATION

- a). Addition of age and no discrimination against Union or members

12. NO STRIKE NO LOCKOUT

- a). No incremental changes. Protections exist that the Employer will not lockout employees and the Union commits to not disrupting business during the life of agreement.

13. PARENTAL LEAVE

- a. Codified ability to use non-consecutively
- b. Clarified approval process

14. PAYROLL DEDUCTION OF DUES

- a). Clarified information being furnished monthly
- b). Added DIGITAL CARD language to better get information to newly hired employees

15. REMOTE WORK

NEW ARTICLE

- a). Codified that employees have option to remote work
- b). Employer required to give 90 day notice for any long term changes lasting longer than 90 days
- c). List of states where Catalist registered as Employer and language for when an employee wants to move outside of states on the list.

16. SICK LEAVE

GAINED ADDITIONAL DAYS

- a). Increased sick days to eight days.
- b). Clarified verbiage when need to provide verification

17. UNION REPRESENTATION

- a). Clarified use of Employer provided bulletin board and that only Union can post or remove items.
- b). Clarified amount of union representatives who can be in different meetings to assist members.
- c). Time spent in meetings will be paid by the Employer.

18. VACATION AND PERSONAL DAYS

- a). Codified existing policy for rollover; using after 90 days of employment and days not paid out when leaving Catalist.

Step	3.00%
Grade	12.00%

CS/M	Business Development Assoc - I	Business Development Assoc - II	Business Development Assoc - III	Business Development Manager					
CS/M		Marketing Associate - I	Marketing Associate - II	Marketing Associate - III					
CS/M		Account Executive - I	Account Executive - II	Sr. Account Executive - I	Sr. Account Executive - II				
ANA			Analyst - I	Analyst - II	Sr. Analyst - I	Sr. Analyst - II			
ANA				Data Scientist - I	Data Scientist - II	Sr. Data Scientist - I	Sr. Data Scientist - II		
DATA	Data Operations Engineer - I	Data Operations Engineer - II	Data Operations Engineer - III	Sr. Data Operations Engineer - I	Sr. Data Operations Engineer - II	Sr. Data Operations Engineer - III			
DATA	Data QA Engineer - I	Data QA Engineer - II	Data QA Engineer - III						
DATA			Data Engineer - I	Data Engineer - II	Data Engineer - III	Sr. Data Engineer - I	Sr. Data Engineer - II	Sr. Data Engineer - III	
DATA		Data Services Engineer - I	Data Services Engineer - II	Data Services Engineer - III	Sr. Data Services Engineer - I	Sr. Data Services Engineer - II	Sr. Data Services Engineer - III		
TECH			Software QA Engineer - I	Software QA Engineer - II	Software QA Engineer - III				
TECH			Tools Support Specialist - I	Tools Support Specialist - II	Tools Support Specialist - III				
TECH				Software Engineer - I	Software Engineer - II	Sr. Software Engineer - I	Sr. Software Engineer - II	Sr. Software Engineer - III	Sr. Software Engineer - IV
TECH								Lead Software Engineer - I	Lead Software Engineer - II
TECH				Integrations Engineer - I	Integrations Engineer - II	Integrations Engineer - III	Sr. Integrations Engineer - I	Sr. Integrations Engineer - II	Sr. Integrations Engineer - III
TECH				Infrastructure Engineer - I	Infrastructure Engineer - II	Infrastructure Engineer - III			
TECH			Data Visualizations Specialist - I	Data Visualizations Specialist - II	Data Visualizations Specialist - III				
	Grade 001	Grade 002	Grade 003	Grade 004	Grade 005	Grade 006	Grade 007	Grade 008	Grade 009
Step 1		\$58,240.00	\$65,228.80	\$73,056.26	\$81,823.01	\$91,641.77	\$102,638.78	\$114,955.43	\$128,750.09
Step 2		\$59,987.20	\$67,185.66	\$75,247.94	\$84,277.70	\$94,391.02	\$105,717.94	\$118,404.10	\$132,612.59
Step 3		\$61,786.82	\$69,201.23	\$77,505.38	\$86,806.03	\$97,222.75	\$108,889.48	\$121,956.22	\$136,590.97
Step 4	\$56,821.80	\$63,640.42	\$71,277.27	\$79,830.54	\$89,410.21	\$100,139.43	\$112,156.17	\$125,614.91	\$140,688.69
Step 5	\$58,526.46	\$65,549.63	\$73,415.59	\$82,225.46	\$92,092.51	\$103,143.62	\$115,520.85	\$129,383.35	\$144,909.36
Step 6	\$60,282.25	\$67,516.12	\$75,618.06	\$84,692.22	\$94,855.29	\$106,237.93	\$118,986.48	\$133,264.85	\$149,256.64
Step 7	\$62,090.72	\$69,541.61	\$77,886.60	\$87,232.99	\$97,700.95	\$109,425.06	\$122,556.07	\$137,262.80	\$153,734.33
Step 8	\$63,953.44	\$71,627.85	\$80,223.20	\$89,849.98	\$100,631.98	\$112,707.81	\$126,232.75	\$141,380.68	\$158,346.36

Step	2.00%
Grade	12.00%

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