

**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.