

**CWA BARGAINING**  
**DECEMBER 4, 2025**



**REPORT**

Fellow CWA Members,

Your Bargaining Team met with the Company over the past few days. We will be meeting with them almost daily until the current contract extension ends on 12/12.

While the Union and Company have made some progress with tentative agreements on a handful of smaller issues, wide differences remain on many important topics.

We are working hard at protecting union jobs – be ready to mobilize so your voices will be heard at the table. You'll hear from your locals and your Mobilization Committee members when action is needed!

*In the meantime:*

- We're asking you to change your Slack Icon :cwastrong:
- Change your Zoom background to CWA options #members channel, download and add them for your internal calls.

**“WE DESERVE A FAIR CONTRACT - NOW!”**

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