



COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

LOCAL 2336-DISTRICT 2-13

151 RIGGS ROAD, N.E., WASHINGTON ,D.C. 20001

OFFICE #: 202-291-1500

FAX#: 202-829-0202

WEBSITE: www.cwalocal2336.org

Dear Local 2336 Bonterra Members,

Congratulations! Your contract has been overwhelmingly ratified!

All changes listed below become effective immediately!

No later than March 31st, everyone will receive their 2026 3% wage increase, and it will be retroactive to January 1st.

EveryAction & Mobilize New Language & Changes

- 2 ½ Year Term of Agreement
- Enhanced Union Representation Language
- Enhanced Grievance Process
- Modified Scheduling Language
- Expanded Access to All Bargaining Unit Jobs (Mobilize, EA, ActionKit, NGP VAN)
- Enhanced Establishment of New Titles
- Enhancements to Employee Handbook Language
- Enhancement to Layoff, Severance & Recall
- Strengthened FTO Language
- Enhanced Parental Leave Language
- Healthcare Stipend Extended
- Enhanced Hours Worked
- Weekday On-Call Pay
- Worked Holiday Pay Increase
- Enhanced Work From Home Language
- 3% Wage Increases Each Year
- Payroll (NEW!)
- Labor Management Committee (NEW!)
- Employee Privacy Protections (NEW!)
- Sales Attainment and Sales PIP Reform (NEW!)
- AI Protections (NEW!)

Additions/Enhancements to the Mobilize CBA

- Weekend On-Call Pay Increase

- Enhanced Contracting Protections
- Added Seniority Language
- Added Scheduling Language
- Added Job Posting Language
- Added Work From Home Language

PLUS: We fought and won against all concessions proposed by the Company e.g. Recognition, Contracting, Wages

In Solidarity,

CWA Local 2336