

CWA District 2-13-The Climate Reality Project Tentative Agreement

2/21/24

*All tentative agreements are subject
to ratification by the Union and Employer*

This collective bargaining agreement ("Agreement") is effective _____,
between The Alliance for Climate Protection d/b/a The Climate Reality Project (
"the Employer"), and Communications Workers of America (CWA), District 2-13,
AFL-CIO, CLC ("the Union") (collectively "the Parties").

ARTICLE ____ - RECOGNITION

1. The Employer recognizes Communications Workers of America (CWA), AFL-CIO, District 2-13, as the exclusive representative of all employees in the following Bargaining Unit covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment:

Included in the bargaining unit: All full-time and part-time employees of the Employer.

Excluded from the bargaining unit: interns, temporary employees; and supervisors, managers and confidential employees as defined in proceedings under the National Labor Relations Act.

2. Unless otherwise specified or the context requires otherwise, the term "employee(s)" when used in this Agreement refers to employee(s) in the above Bargaining Unit.

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AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

DocuSigned by:

Daniel C. Stiles

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[signature page to 2/21/24 tentative agreement on RECOGNITION]

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ARTICLE __ - DUES DEDUCTION

- A. The Employer shall deduct dues from the earnings of all bargaining unit members, in the amount certified by the Secretary-Treasurer of the Union, on a bi-weekly or semi-monthly basis as applicable, upon receipt of a properly executed Payroll Deduction Authorization for Union Dues card that is either digital or hard copy. The Union will provide the Employer a supply of these dues checkoff authorization cards, and the Employer shall provide these cards to all bargaining unit employees.
- B. The Employer shall remit the aggregated amount of dues deductions to the Union on a monthly basis along with a monthly statement within ten (10) days of the close of the calendar month. An employee's dues deduction authorization shall continue in effect until canceled by written notice from either the Secretary-Treasurer of the Union or the employee as set forth in the Payroll Deduction Authorization for Union Dues card.
- C. The monthly statement will be sent in electronic format including the following information for all employees in the bargaining unit on file:
- First name, last name, and middle initial (when applicable)
 - Amount of any dues or fees deducted
 - Payroll ID or other unique identifier that is consistent across all data requests
 - Rate of Pay
 - Job classification or title
 - Reporting Location
 - Mailing address, including City, State and ZIP
 - NCS or hire date
 - Personal Email Address
 - Personal Home and Cell Phone Number
 - Birthdate
 - Status (Active, FMLA, Leave of Absence, Resignations, retirements, deaths,

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other revisions, etc.) with notation of employees who have left the unit due to terminations, transfers or promotions.

In addition, the statement will identify Bargaining Unit employees for whom the Employer has not made a dues or fees deduction with an appropriate explanation (i.e., "no signed payroll deduction authorization on file," "on leave," "no shifts worked," etc.). The statement will note or explain changes such as new hires, pay increases, leaves of absence, returns from leave, change of address, termination of employment, etc.

D. The information listed above will be taken from Employer records or databases including, but not limited to, supervisory and Human Resources records and databases, and will be furnished on a timely basis; however, the Union recognizes that errors and delays may and will occur, and in using the information furnished, assumes all risks associated therewith.

E. The Employer shall bear all administrative costs of dues deduction as set forth in B above, except that the Union agrees to print the dues deduction authorization cards.

F. Within seven (7) days of a new bargaining unit employee's start date or the effective date of a transfer of an employee into the bargaining unit, the Employer shall furnish the Union in writing with the data specified in Section C for the new employee.

G. The Union agrees to notify the Employer of mass changes of deduction amount ninety (90) days or more prior to the month in which such changes are to occur.

H. The Union hereby agrees to indemnify the Employer and hold it harmless from all claims, demands, costs, fees or charges of any kind which may arise out of the honoring by the Employer of deduction authorizations in accordance with the provisions of this Article, the making up of sums owed the Union in cases of inadvertent failure to timely honor deduction authorizations and the transmitting of such deductions to the Secretary-Treasurer of the Union.

CWA District 2-13-The Climate Reality Project Tentative Agreement

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AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

DocuSigned by:

Daniel C. Stiles

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[signature page to 2/21/24 tentative agreement on DUES DEDUCTION]

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ARTICLE __ – UNION SECURITY

A. As a condition of employment, all bargaining unit employees of the Employer covered by this Agreement shall on or after the thirty-first (31st) day following the effective date of this Agreement, or on or after their thirty-first (31st) day of employment, whichever is later, become a member of the Union or pay tender to the Union amounts which are the equivalent of periodic Union dues.

B. The provisions of this Article, including references to Union membership, shall be interpreted and applied in conformance with applicable federal law. The Union security provisions of this Article shall not be applicable in states where such provisions are in violations of state laws or the laws of the District of Columbia. However, provisions of this Agreement shall become effective when such laws are repealed, altered or amended permitting the application of the provisions of this Agreement.

C. The Union hereby agrees to indemnify the Employer and hold it harmless from all claims, demands, costs, fees or charges of any kind which may arise out of the Employer's compliance with the provisions of this Article.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

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Daniel C. Stiles

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ARTICLE ____ – POLITICAL ACTION FUND CONTRIBUTIONS

A. Bargaining unit members who choose to voluntarily contribute to CWA's Political Action Fund (PAF), a separately segregated political action committee sponsored by the Union, may do so through payroll deduction by completing and signing PAF deductions cards and submitting them to the Union who shall then submit a copy to the Employer. The Employer shall deduct the PAF contributions authorized by each bargaining unit member from their earnings each pay period and shall remit those funds to the Union on a monthly basis with a report indicating the contribution amounts for each individual contributor.

B. Eligibility to contribute to PAF through the payroll deduction program is restricted to those bargaining unit members of the Employer who are certified by the Union as eligible to participate under applicable federal and state laws.

C. Participation shall be on a voluntary basis and bargaining unit members shall be informed of that by the Union. The Union shall be responsible for providing its members with proper PAF payroll deduction cards and for notifying the Employer promptly when any such bargaining unit member withdraws their authorization or is no longer eligible to participate. The Employer will implement changes to PAF contributions in a timely and operationally feasible manner.

D. The Employer assumes no responsibility under this Article other than the collection of contributions pursuant to employee authorizations of payroll deductions and forwarding of such amount collected to CWA-PAF.

E. The Union hereby agrees to indemnify the Employer and hold it harmless from all claims, damages, costs, fees or charges of any kind which may arise out of the Employer's honoring of payroll deduction authorizations and the collection and transmittal of contributions in compliance with the provisions of this Article.

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Union Primary Chairperson:

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Employer Primary Chairperson:

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[signature page to 2/21/24 tentative agreement on POLITICAL ACTION-FUND
CONTRIBUTIONS]

CWA District 2-13-The Climate Reality Project Tentative Agreement

2/21/24

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ARTICLE __ – NON-DISCRIMINATION

1. Neither the Employer nor the Union shall discriminate against any employee covered by this Agreement based on age, race, color, religion, sex (including pregnancy, child birth, reproductive health decisions, breastfeeding, or related medical condition) , marital status, family responsibilities, genetic information, gender identity or expression, sexual orientation, personal appearance (related to a protected characteristic), national origin, ancestry, citizenship, disability, veteran status, political affiliation, union activities or sympathies, or any other characteristic prohibited by applicable law, regulations and ordinances or the Employer's policies.
2. There shall be no coercion, intimidation, or discrimination practiced by the Employer or the Union against any bargaining unit member regardless of dues paying status or engagement in legitimate activities on behalf of the Union.
3. The Employer and the Union shall apply the provisions of this Agreement fairly and in accordance with the meaning and intent as negotiated by the Parties.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Razzini

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Employer Primary Chairperson:

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Daniel C. Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement
5/30/24

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ARTICLE ____ – UNION ACTIVITY

Section 1. Within ten (10) business days of execution of this Agreement, the Union shall provide the Employer a list of bargaining unit Union representatives and a list of Local CWA Union Representatives, not employed by the Employer, who will act in a representative capacity for the bargaining unit. The list may change and the Union will provide timely, updated lists to the Employer on an ongoing basis.

Section 2. Bargaining unit Union representatives and Local CWA representatives shall be permitted a reasonably sized bulletin board (minimum 36" x 48") to place Union notices on Employer property that is plainly designated as a Union bulletin board and provided by the Employer.

Union bulletin boards shall be confined to use by the Union for Union-approved announcements, including but not limited to such matters as announcements of Union meetings, updates on Union activity, social functions, nomination, and election of Union officers, etc. The Employer shall also provide a Slack channel to serve as the equivalent of the physical bulletin board for remote work employees. Membership in this channel will be limited to bargaining unit members and content shall be limited to such matters as announcements of Union meetings, updates on Union activity, social functions, nomination and election of Union officers, etc.

Bargaining unit Union representatives may distribute Union literature, discuss Union subjects and engage in Union activities in the workplace during business hours, but on non-work time (e.g., breaks, lunch), and in non-work areas (e.g. kitchen area, parking lot, lobby) inside and outside the building, except the Union must obtain the building landlord's permission for the use of space in the building, but outside Employer's leased premises.

A non-employee Local CWA Representative shall be considered an authorized visitor and be granted access to a break area or other

designated non-work area during business hours with reasonable advance notice to the Employer, subject to business and operational needs and applicable security measures.

Section 3. The Union Representative(s) for the bargaining unit shall be electronically notified by a designated Employer representative within seven (7) business days when new employees are hired or transferred into the bargaining unit. Notification will include the employee's name, contact number, email, work location, date of hire and starting date, job classification, and the name of the supervisor to whom the employee reports.

The Union Representative shall arrange with the reporting supervisor designated above to meet separately with a newly hired employee(s), whether as part of the overall orientation process or at another agreed time, for the purpose of furnishing them with information about the Union. Time spent in a Union orientation meeting during the employee's basic scheduled work period will be paid as time worked.

Section 4. When bargaining unit Union representatives attend any joint Union-Employer meetings or meetings with Employer representatives under this Agreement, those meetings shall be on Employer-paid time; provided, however, hourly paid employees may not incur overtime without prior approval from the Employer. These meetings include, but are not limited to, Labor/Management Committee meetings, grievances, investigatory, disciplinary, and any other meetings convened by Management with the Union representative.

Section 5. The Employer will allow up to four (4) bargaining unit members time off with pay to attend the Parties' scheduled negotiations for a successor Agreement.

Section 6. With at least a minimum of seventy-two (72) hours' notice, the Union may request certain bargaining unit members to be released from work without pay and without penalty for the purposes of engaging in Union trainings, conferences, meetings, or other union activities. At least three (3) bargaining unit members, at a time, shall be permitted off work with the above notice. Approval by the Employer for any requests above three (3) will be based on business and operational considerations. The Employer will respond promptly to release requests and will provide its explanation for any denial(s).

Section 7. If an Employee in the bargaining unit is elected as an officer of the Union or Local, the employee may take unpaid Union leave from the Employer (indicating the requested starting and ending dates and whether the requested Union leave is full-time, part-time or intermittently on specified days or dates) to carry out their Union responsibilities. Approval by the Employer for any requests will be based on business and operational considerations. During any period of approved unpaid Union leave, the employee's benefit coverage and accruals will be continued, subject to the requirements of the benefit plan documents.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Lisa M. Fazzini

Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

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Dan Stiles

CWA District 2-13-The Climate Reality Project Tentative Agreement

5/30/24

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ARTICLE ___ – GRIEVANCE PROCEDURE

Section 1. All complaints and prospective grievances may be taken up informally in advance of the formal grievance steps set forth below. It is the objective of the Employer and the Union to resolve a grievance promptly and at the lowest step of the grievance procedure.

Section 2. The Employer and the Union agree that a grievance is any dispute involving the interpretation or alleged violation of any provision of this Agreement (including provisions of Article [XX] covering discipline and discharge).

- a. All grievances shall be reduced to writing and submitted to the Employer Representative within thirty (30) business days of the act or acts complained of or the date when the aggrieved employee becomes aware of the violation. The grievance will specify the grievant(s) name, brief description of action(s) complained of, the date of the occurrence and the contract provision violated (if any).
- b. When requested by the Union, the Employer will provide the Union with requested information that is relevant to investigation, evaluation or processing of a grievance or potential grievance. The Employer will provide the Union with the requested information within five (5) business days of the request. If the Employer determines more time is needed to fulfill the request, the Employer will contact the union representative and arrange for a mutually agreeable extension.

Section 3. The formal grievance procedure for processing a timely filed grievance shall consist of two (2) successive steps, as follows:

STEP 1

The Employer shall contact the Union within five (5) business days of receipt of written notice of the grievance to arrange a mutually agreeable Step 1 meeting time and date. Grievances at Step 1 will be heard by the bargaining unit Union steward or Local officer, the grievant's immediate

manager, and a representative from the Employer's people/human resources department; provided, however, if the grievant's immediate manager is the subject of the grievance, a management representative that is senior to the grievant's immediate manager may be substituted by the Employer. The grievant's immediate manager will provide a decision in writing within five (5) business days after completion of the Step 1 meeting(s) unless a different deadline is mutually agreed to by the Parties.

Once a formal grievance has been submitted, the Employer may not have meetings or conversations with the grievant regarding the grievance without the participation of the Union representative.

STEP 2

If the decision of the Employer at the conclusion of Step 1 is unsatisfactory to the Union, the Union may advance the grievance to the second step by submitting its written appeal to the Employer within five (5) business days after a Step 1 decision has been rendered. The appeal will be addressed to the management representative that is senior to the representative who heard the Step 1 grievance, and a representative from the Employer's people/human resources department who was not involved in the Step 1 meeting. That representative will be responsible for contacting the Local union representative within five (5) business days of receipt of the written appeal for the purpose of setting up a mutually agreeable time and date for a Step 2 meeting. The Employer will provide a decision in writing within five (5) business days after completion of the Step 2 meeting(s), unless a different deadline is mutually agreed to by the Parties.

Section 4. The Employer's written Step 2 decision shall be construed as full completion of the formal grievance procedure.

Section 5. Formal Step 1 and Step 2 grievance meetings shall be held at mutually agreeable times and dates, during work hours, and will be held virtually unless otherwise mutually agreed between the Parties. For the purpose of presenting a grievance, participants employed by the Employer (including the aggrieved employee(s) and the Union employee representative from the bargaining unit) shall be paid for the time spent consumed in grievance

meeting(s). A union representative from the Local or National may also participate in the Step 2 grievance meeting.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Lisa M. Fazzini

Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

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Dan Stiles

CWA District 2-13-The Climate Reality Project Tentative Agreement
5/20/24

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ARTICLE ____ – ARBITRATION

Section 1. It is agreed by both parties that arbitration required by this Article shall be confined to matters processed through all steps of the formal grievance procedure under Article [XX] of this Agreement.

Section 2. If the answer or decision of the Employer's representative at the conclusion of Step 2 of the formal grievance procedure, as described in Article [XX], is unsatisfactory to the Union, the Union may provide written notice of intent to arbitrate to the designated Employer representative, within sixty (60) calendar days thereafter.

Section 3. If the Union fails to provide notice within sixty (60) calendar days from the date of the Employer's Step 2 answer or decision, the grievance shall be considered closed.

Section 4. Absent the Parties' mutual written agreement on a different arbitrator selection process, the arbitrator shall be selected from a list of seven (7) neutral arbitrators to be submitted to the parties by the Federal Mediation and Conciliation Services (FMCS). The parties shall each alternately strike one (1) name, with the party demanding arbitration striking first. This process will take no longer than fourteen (14) days from the time the list is received. Upon mutual written agreement, the parties may extend the fourteen (14) days.

Section 5. The Arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement or to impose any other agreement on the Parties. The decision of the Arbitrator shall be in writing and shall be final and binding upon the Employer, the Union and the employee(s).

Section 6. The transcripts, if mutually agreed to, as well as all other fees and expenses of the arbitration (with the exception of each parties' attorney fees) shall be shared equally by the Employer and the Union.

Section 7. The Employer and Union will submit post-hearing briefs within thirty (30) days after the close of the arbitration hearing or receiving the transcripts, whichever occurs later. The Parties will ask the Arbitrator to issue their written decision within thirty (30) days after the briefs have been submitted.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Lisa M. Pazzini

Employer Primary Chairperson:

DocuSigned by:

Daniel Stiles

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Daniel Stiles

CWA District 2-13-The Climate Reality Project Tentative Agreement

8/16/24

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to ratification by the Union and Employer*

ARTICLE ____– NO STRIKE - NO LOCKOUT

Section 1. During the term of this Agreement, there shall be no strike or slowdown, or any other work stoppage, on the part of the Union or any employees of the bargaining unit.

Section 2. There shall be no lockout on the part of the Employer during the term of this Agreement.

Section 3. In the event of any unauthorized strike, slowdown or other work stoppage the Union will immediately endeavor to secure a return of the strikers to work to the end that the dispute may then be settled peaceably in accordance with the procedures provided in this Agreement.

Section 4. No member, by the above provision, shall be required to cross the picket line of any valid and recognized strike at another employer's premises within the United States.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Lisa M. Fazzini

Employer Primary Chairperson:

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Dan Stiles

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Dan Stiles

CWA District 2-13-The Climate Reality Project Tentative Agreement

3/13/24

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ARTICLE ____ – PERSONNEL RECORDS

Section 1. The employee should inform the company immediately whenever there are changes in personal information such as address, telephone number and person(s) to notify in case of emergency.

Section 2. Employees can inspect their personnel file at least one (1) time per year and request copies of all employment-related documents. Once the Employee requests to review their file, the Employer shall make it available within seven (7) calendar days of the request.

Section 3. Employees may only inspect their own personnel file.

Section 4. A representative of the Union may request a copy of the personnel file in the course of processing a grievance for the employee. This request will be made in writing to the appropriate Employer representative.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Pazzini

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Employer Primary Chairperson:

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Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

9/19/24

*All tentative agreements are subject
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ARTICLE ____ – SUCCESSORSHIP

Section 1. At least sixty (60) calendar days prior to the closing of any transfer of control, adoption of plan of a merger or joint venture, acquisition, assignment, sale, or transfer of ownership by the Employer, the Employer will provide the following information to the Union:

- a. the name of the new entity or surviving entity;
- b. the anticipated date and location of the transaction;
- c. the type of transaction (e.g., acquisition, merger, transfer of ownership, etc.);
- d. the operations and/or portions of The Alliance for Climate Protection d/b/a The Climate Reality Project being acquired, merged, assigned, transferred etc.; and
- e. the name and contact information for the Labor Relations contact of the new entity.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Ryzini

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Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

5/30/24

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ARTICLE __ – LABOR/MANAGEMENT RESOLUTION COMMITTEE

Section 1. In an effort to maintain communication and proactively address issues, a joint Labor-Management Committee (“LMC” or “Committee”) shall be established. The LMC will consist of up to eight (8) members, with the Union and the Employer each designating up to four (4) LMC members. The Union’s designated LMC members may include up to two (2) non-employee Union representatives if and as desired.

Section 2. The purpose of the LMC will be to meet and discuss matters or issues of concern pertaining to bargaining unit members. Recommendations arising from this Committee shall be referred to the Employer for consideration to implement if the majority of the Committee agrees to advance the issue.

Section 3. The LMRC will not be used to address individual disciplinary actions or individual open grievances and the Committee shall have no authority to modify this Agreement or to engage in collective bargaining. However, discussions surrounding chronic or repetitive issues about negotiated procedures can be addressed.

Section 4. The Committee will meet at least once a quarter, and/or upon mutual agreement of the Parties. Meetings will be held during regular business hours and time spent by bargaining unit employees in LMC meetings will be paid time.

Section 5. This Article does not preclude informal discussions between authorized Union representatives and the Employer to discuss issues affecting the bargaining unit without convening a Committee meeting.

Section 6. No bargaining unit employee will be subject to disciplinary action as a result of raising an issue or concern in this forum.

Section 7. Nothing in this article prevents the Employer from speaking to and addressing the entire bargaining unit about issues raised.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Pazzini

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Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

100108319640 Dan Stiles

[signature page to 5/30/24 tentative agreement on LABOR/MANAGEMENT
RESOLUTION COMMITTEE]

CWA District 2-13-The Climate Reality Project Tentative Agreement

12/2/24

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ARTICLE ____ LAYOFF AND RECALL

Section 1. In the event of a layoff or force reduction (i.e., a non-disciplinary loss of employment other than through attrition regardless of the number of bargaining unit employees affected at the time of the layoff/RIF), the Employer shall give the Local Union President forty-five (45) days advance notice in writing of the affected departments and affected bargaining unit employees. If requested by the Union, the Company will meet with the Union to discuss in detail the reasons for the layoff and to discuss and consider alternative cost-saving measures or other relevant ways to avoid or reduce the number of layoffs such as restructuring departments/teams, budgets and/or programs. At least ten (10) business days prior to that requested meeting, all relevant information about the layoff or force reduction will be provided to the Union by the Employer.

Section 2. The following conditions will apply when a layoff is implemented:

- a) No bargaining unit employee shall be laid off while the Employer retains any consultant(s)/contractor(s) in the affected departments that perform the same, substantially similar or overlapping duties of the laid off bargaining unit employee (i.e., Employer must first terminate the contract of any consultant/contractor in the affected department that performs the same, substantially similar or overlapping duties as the bargaining unit employee before laying off such employee).
- b) No bargaining unit employee shall be laid off while the Employer retains any temporary employee(s) to perform the work performed in the position of the laid off bargaining unit employee.
- c) Layoffs will be conducted in order of inverse seniority within each affected job classification within the affected department.

Section 3. When a layoff is announced, a bargaining unit employee in an affected department that requests to be voluntarily laid off shall be accepted and approved regardless of their seniority. Any volunteer will remove an affected bargaining unit employee from the list of those being laid off in the affected department provided there is no greater than a \$5,000 (five thousand dollar) difference in annual compensation between the volunteer and the affected bargaining unit employee if the volunteer makes less than the affected bargaining unit employee. The Employer will provide any laid off employee, upon request, a letter making clear that they were laid off for economic or other business reasons.

Section 4. Any bargaining unit employee who is laid off shall be placed on a recall/rehiring eligibility list for a period of twelve (12) months during which the laid-off employee (1) will receive recall notification in the event of a vacancy in the bargaining unit position from which they were laid off; (2) will receive notice of, and internal applicant status in applying for, another open position for which the employee is qualified; and (3) will retain their original seniority date upon recall or rehiring from the recall/rehiring list. Provided, however, that the laid-off employee will be removed from the recall/rehiring eligibility list, and their seniority will terminate, if they are offered a job and fail to accept recall as provided in Section 5 below, or if they fail to accept, within five (5) business days, an offer of rehiring into another bargaining unit position for which they applied.

Section 5. A laid off employee who receives notification of recall to their former position will have five (5) business days to accept the position, in writing, and will be removed from the recall/rehiring list upon failure to accept the recall. In the event multiple employees on the recall/rehiring eligibility list were laid off from the same position, the Employer will offer recall to those employees, in order of their seniority, highest to lowest, before offering the vacancy to another laid off employee applicant. In the event only (1) employee is laid off in their title that employee will be offered recall first for that position. If the employee declines, all other qualified employees on the recall/rehire eligibility list will be offered the position in order of seniority, highest to lowest. Any bargaining unit employee who was laid off and recalled to a bargaining unit position will return with all seniority they accrued prior to the layoff.

Section 6. Employees recalled to the bargaining unit position they held at the time they were laid off will be offered at least the same salary or the current adjusted salary band rate for that position, whichever is higher.

Section 7. In the event of a layoff all laid off bargaining unit employees shall receive severance benefits in accordance with Article ____.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement**12/2/24**

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ARTICLE __ SEVERANCE PAY

Section 1. In the event of a layoff or force reduction (i.e., a non-disciplinary loss of employment other than through attrition regardless of the number of bargaining unit employees affected at the time of the layoff/RIF) the following severance benefits will be awarded to all laid off bargaining unit employees:

a). Up to one (1) year of service: four (4) weeks of severance pay and three (3) months of COBRA premiums paid by the Company for employee-only healthcare.

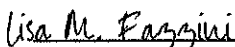
b). Greater than one (1) year of service: five (5) weeks of severance pay plus three (3) weeks additional severance pay for each year of service up to a maximum of twenty-four (24) weeks and 3 months of COBRA premiums plus 1 additional month of COBRA premiums for each year of service up to six (6) months of COBRA premiums paid by the Company for employee-only healthcare coverage, as reflected in the chart below.

c). An employee whose annual salary is less than or equal to \$75,000 will receive an additional week (5 days) of severance pay (on top of the amount calculated above) (The \$75,000 will be adjusted with COLA increases during the life of this agreement).

Length of Service	Severance Pay	COBRA Premiums
Up to 1 Year of service	4 weeks	3 months
Up to 2 Years of service	8 weeks	4 months
Up to 3 Years of service	11 weeks	5 months
Up to 4 Years of service	14 weeks	6 months
Up to 5 Years of service	17 weeks	6 months
Up to 6 Years of service	20 weeks	6 months
Up to 7 Years of service	23 weeks	6 months
Over 7 Years of service	24 weeks	6 months

AGREED TO:**Union Primary Chairperson:**

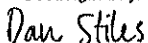
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CWA District 2-13-The Climate Reality Project Tentative Agreement

12/18/24

*All tentative agreements are subject
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ARTICLE __ SENIORITY

Section 1. Seniority Defined.

a). Seniority shall mean an employee's continued length of service with the employer from the date of hire as a full-time or part-time employee. All employees newly hired or rehired after termination of their seniority shall be considered probationary employees for the first ninety (90) days of their employment. Seniority shall not accrue to the probationary employee until completion of their ninetieth (90th) day of employment at which time the probationary employee's seniority shall become established as of the date of their employment.

Section 2. Prior Work Time.

b). An intern or full-time or part-time employee who previously worked for Climate Reality and who is then hired into the bargaining unit within three (3) years from their leave date shall carry into the position 50% of the seniority earned from their start date. This does not apply to full-time or part-time employees who were laid off.

AGREED TO:

Union Primary Chairperson:

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

12/18/24

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ARTICLE __ EMPLOYEE CLASSIFICATION

Section 1. For purposes of this Agreement, Full-time and Part-time bargaining unit employees are defined, respectively, as follows:

a). Full-time employees are hired to work a full-time workweek of thirty (30) hours or more per week on a regular basis. Full-time employees' eligibility for Employer-sponsored benefits is as provided in this Agreement.

b). Part-time employees are hired to work fewer than thirty (30) hours per week on a regular basis. Part-time employees' eligibility for Employer-sponsored benefits may be limited as provided in this Agreement.

Section 2. An independent contractor engaged for a specific project shall be provided with a specific time period of engagement or termination date. The Employer shall furnish the Union with a list of such contractors quarterly. The Employer shall not engage independent contractors for the purpose of eroding the bargaining unit.

Section 3. Full-time or Part-time bargaining unit employees who are hired on a term-limited basis for a specific project (ex. grants) or time period with a designated term shall not be considered a temporary employee. However, their termination at the conclusion of the specified project or the specified employment end date or when the grant period is not renewed, will not be considered a layoff under Article [XX] or a disciplinary termination under Article [XX]. The Employer shall furnish the Union with a list of term-limited bargaining unit employees and their termination dates quarterly. The Employer shall not hire temporary employees for the purpose of eroding the bargaining unit.

Section 4. The Employer shall have the right to create and define any new job classification or job title in the bargaining unit and to establish duties for such job title/classification. The Employer shall give the Union notice of the new bargaining unit title, a copy of the job description, and the temporary wage for the new title at least ten (10) calendar days before the position is offered to an existing bargaining unit employee or posted for applications, and nothing herein shall preclude the Employer from interviewing or hiring candidates for the position once such notice has been provided. The Union shall have thirty (30) calendar days from the date of the notice to request to bargain over such wage. If the Union does not make a request to bargain within thirty (30) calendar days' notice from the Employer, the temporary wage shall be permanent. If the Union does make a request to bargain, such negotiations shall commence within fifteen (15) calendar days from the request. The parties shall negotiate for a period of no more than thirty (30) calendar days from the date such negotiations commenced, unless such time limits are extended by mutual written

agreement. If no agreement is reached during the bargaining period, the Employer's last proposed wage shall become effective.

Section 5. The Employer shall provide the Union with an explanation if a newly created title is excluded from the bargaining unit. In the event of a dispute between the parties as to future inclusions or exclusions from the bargaining unit, the Union may grieve the inclusion or exclusion, and/or either party to this Agreement may apply to the National Labor Relations Board (NLRB) for resolution of the dispute.

AGREED TO:

Union Primary Chairperson:

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Employer Primary Chairperson:

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4/2/26

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ARTICLE ____ – HOURS OF WORK

Section 1. The regularly scheduled work week for each full-time bargaining unit employee is forty (40) hours per week, Monday through Friday, during Climate Reality's standard business hours, except as otherwise set forth in Section 11.

Section 2. Climate Reality's standard business hours are 8 a.m. to 6 p.m. Monday through Friday in the time zone in which an employee works. Employees can choose to participate in a flexible start time ("Flex Start Time") where they can choose to begin work between 8:00AM and 10:00AM local time, but must work no less than eight (8) hours in a given day, except as set forth in Section 9. If an employee is not able to begin work at 10:00AM local time, they must notify their manager via email or Slack and provide an explanation and an estimated schedule for the day. If an employee needs to stop work for any reason during the workday, the employee must follow the applicable leave requirements set forth in other articles of this agreement.

Section 3. All bargaining unit employees shall be provided meal and rest breaks in accordance with applicable state law to the extent such law affords greater meal or rest periods than those set forth in this Article _____. All bargaining unit employees shall be entitled to a one (1) hour unpaid meal period, provided, however, meal breaks lasting 30 minutes or more are not considered "hours worked". Rest breaks of up to twenty (20) minutes or less for every four (4) hours work will be paid for and counted as hours worked. Employees will take meal and rest periods at their own discretion as schedules permit within the guidelines set forth in this Section 3.

Section 4. Employees will be given a twelve (12) hour period between start and stop times. An exception to the twelve (12) hour period shall be made during Climate Reality Leadership Corps training or other special events (e.g., NY Climate Week, UNFCCC COP, etc.) to accommodate increased capacity requirements.

Section 5. In the event an exempt employee is required by a manager or supervisor to work over a weekend (Saturday and Sunday) or holiday for Climate Reality business purposes, inclusive of non-discretionary related travel, Climate Reality will grant the employee a total of one (1) day (eight hours) of compensatory time off for the full weekend or holiday; provided, however, work outside business hours (as defined in Section 2) on a weekend day or holiday that is less than eight hours in a day to support meetings or events is compensated in accordance with Section 9 of this Article. When compensatory time is taken, it will fulfill an in office day requirement.

Section 6. Compensatory time off must be scheduled to be taken within the ninety (90) day period following the employee's required weekend or holiday work. Requests

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for compensatory time off will be submitted using the same process of requesting PTO. Climate Reality will not unreasonably deny requests to schedule compensatory time.

Section 7. Unused compensatory time cannot be cashed out at any time during or upon separation from employment with Climate Reality.

Section 8. Bargaining unit employees required to work a holiday or weekend schedule will be provided with the schedule and solicited at least twenty (20) days in advance to notify the Employer of any weekend or holiday where personal commitments prevent them from being available. The Employer will make all reasonable efforts to honor those requests.

Section 9. Excluding Climate Reality Leadership Corps training events, when an exempt bargaining unit employee is required to work outside business hours (as defined in Section 2) to support meetings or events requested by their supervisor, the exempt bargaining unit employee may be granted a reduced schedule on the previous or next business day commiserate with the number of hours outside regular business hours for such meetings or events ("Compensatory Schedule Adjustment"). The Compensatory Schedule Adjustment must be coordinated in advance with the employee's supervisor to ensure continued business operations and coverage.

Section 10. Compensatory time will not apply to non-exempt bargaining unit employees who earn overtime for exceeding their work hours. Non-exempt bargaining unit employees, who are scheduled by their supervisor to work more than forty (40) hours in a workweek, will be paid one and ½ times their base wage for each hour worked over forty (40) hours and as otherwise required by applicable state and federal law. Paid time off including, but not limited to, sick pay, holiday pay, wellness pay, vacation pay, etc. will not count toward hours worked for the purpose of determining overtime pay.

Section 11. Between Memorial Day and Labor Day (except for Climate Reality Leadership Corps trainings or other special events), Climate Reality staff may choose to operate under an abridged "Reality Fridays" schedule with their day ending at 1:00 pm local time on Fridays (i.e., a 36.0 hour work week). Additionally, Climate Reality may authorize ad hoc early office closures from time to time throughout the year based on

CWA District 2-13-The Climate Reality Project Tentative Agreement
4/2/26

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organizational workload.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

Paul J. Jett

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CWA District 2-13-The Climate Reality Project Tentative Agreement
12/2/24

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ARTICLE ____– TIME OFF TO VOTE

Section 1. Both parties agree that time should be granted to employees to vote in official public elections.

Section 2. All bargaining unit employees are entitled to three (3) hours paid time off to vote. This policy is not limited to voting on election day and extends to other days before election day during which an employee may vote in person at a polling location, if applicable in the state in which the employee resides.

Section 3. The employee must notify their manager via email at least one (1) day in advance of the need for leave to vote.

Section 4. Climate Reality will comply with all applicable state and municipal voting time laws. Climate Reality will not retaliate against employees for taking leave in accordance with this policy.

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Union Primary Chairperson:

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

6/23/25

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ARTICLE __ BEREAVEMENT LEAVE

Section 1. Bargaining unit employees may take up to seven (7) days of paid time off due to the death of any family member, chosen family or pregnancy loss, and two (2) days for pets. For purposes of this policy, chosen family includes non biological kinship bonds, whether legally recognized or not. If applicable state law allows more than the contractual language, affected bargaining unit employees will be entitled to the maximum allowed by state law whether paid or unpaid.

Section 2. If a bargaining unit employee wishes to take paid time off to attend a funeral for a person other than those individuals specified above, they must use vacation leave and not bereavement leave.

Section 3. Employees must notify their supervisor as soon as possible if they need to take bereavement leave. Any bargaining unit employee may, with their supervisor's approval, use any available vacation, sick or wellness paid leave for additional time off beyond the maximum amount allowed in this Article __ or by applicable state and municipal laws .

Section 4. Additionally, bargaining unit employees shall be permitted two (2) weeks of unpaid leave for the death of a family member, chosen family, pet or pregnancy loss; provided, however, bargaining unit employees shall provide reasonable advance notice of use of such unpaid leave.

AGREED TO:

Union Primary Chairperson:

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement
4/2/26

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ARTICLE ____ – ADDED WORK/WORK OUT OF TITLE

Section 1. Within three (3) weeks after notice is given for any vacancy caused by the separation from employment or leave of absence (excluding sick leave; jury duty leave; vacation; wellness leave) of an employee, whether bargaining unit or non-represented, the relevant Supervisor(s), Director(s) and Vice-President and/or Senior Vice-President (if applicable) and any and all affected bargaining unit employee(s) shall meet to review the impact of the vacancy and develop a transition plan for the remaining employees. If no notice is given, this meeting shall occur within three (3) weeks after the departure date.

Section 2. The subjects to be addressed in this transition plan meeting shall include but not be limited to:

- a) the status of projects of departing employee(s) and written description and instructions relating to the transition of these projects
- b) delegation of duties to other bargaining unit staff
- c) shifting roles and responsibilities during transition
- d) clarity and direction on who employee(s) will report to if the absence created was a direct manager/supervisor
- e) review of existing and added workload on remaining staff
- f) the potential need for temporary help
- g) review team strategic goals and prioritize most critical and edit where applicable
- h) potential for overtime needs throughout the transition period
- i) the timeline of hiring a replacement employee, if a replacement employee will be hired
- j) additional training needed to take on new roles and responsibilities including shadowing opportunities prior to employee's departure

Section 3. The Supervisor(s), Director(s) and Vice-president and/or Senior Vice-President (if applicable) shall implement a written transition plan within two (2) weeks of the meeting set forth in Section 1 of this Article that will be shared with all affected employees.

Section 4. Temporary vacancies or temporary assignments may at times require temporary alterations in job responsibilities or work plans of a bargaining unit employee. During the time the position is vacant and the workload is absorbed by another bargaining unit employee(s) who assumes additional tasks in accordance with the transition plan agreed upon above, the employee(s) will be compensated in the below variations:

- a) An employee who is assuming additional non-supervisory tasks due to a staff

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vacancy will receive fifteen percent (15%) per day of the hourly rate of the bottom of the salary band applicable to the vacated position in addition to their agreed upon hourly wage beginning on the day the written transition plan is implemented. Any employee who performs these non-supervisory tasks at the direction of their supervisor after the transition plan meeting but prior to implementation of the written transition plan will be paid retroactively.

- b) An employee who is assuming some new or additional supervisory tasks due to a staff vacancy of a superior will receive twenty percent (20%) per day of the hourly rate of the bottom of the salary band applicable to the vacated position in addition to their agreed upon hourly wage. An employee who performs some new or additional supervisory tasks at the direction of their supervisor after the transition plan meeting but prior to implementation of the written transition plan will be paid retroactively.
- c) An employee who is assuming the full scope of a supervisory role will be given an interim title promotion and will receive the same salary of the bottom of the salary band applicable to the vacated position for the period of time they hold the interim title or follow the pay rate described in Section 4(b) whichever is higher. An employee who performs the full scope of a supervisory role at the direction of their supervisor after the transition plan meeting but prior to the implementation of the written transition plan will be paid retroactively.
- d) An employee who has satisfactorily performed and held the interim supervisory role and has applied for the position will be included in the initial round of interviews for the position with the People Department.

Section 5. If the bargaining unit employee is directed to train/onboard their direct supervisor or a superior in their corresponding vertical in duties that are solely the responsibility of the supervisor who is a new employee, the bargaining unit employee(s) will receive an hourly prorated training stipend of up to \$100 per 8 hours of training. A calendar invite should be utilized to document the exact number of hours of training and communicated by the team's VP/SVP to the People Department prior to the end of the pay period.

CWA District 2-13-The Climate Reality Project Tentative Agreement

4/2/26

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AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

3/8/26

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to ratification by the Union and Employer*

ARTICLE __ JOB POSTINGS AND PROMOTIONS

JOB POSTINGS:

Section 1. The Employer will post job openings internally in an all staff written notice at least two (2) calendar days prior to posting externally.

Section 2. All job postings will include the job title; job description; qualifications; salary range; whether the position is exempt or non-exempt; who the employee will report to; and whether or not the position is in the bargaining unit.

Section 3. Qualified internal candidates will be included in the initial round of interviews for the position with the People Department on account of their institutional knowledge and familiarity with Climate Reality's work culture.

Section 4. If an internal candidate is not selected, the bargaining unit employee may request a meeting with their manager and the People Department to discuss other potential professional development opportunities and goals to support professional and skills growth.

PROMOTION:

Section 5. A promotion is:

- a). a move to a new position of greater responsibility or duties
- b). or a recognition of already performed responsibilities beyond the existing job description,
- c). or a recognition of documented high performance in the employee's current role,

that meets the business/mission of the organization within existing budget constraints.

A promotion shall include a change in title and an increase in compensation. A job promotion can be within the same or different department with some similar duties or area of focus. No organizational restructuring shall occur during the promotion review period.

Section 6. Climate Reality is committed to investing in bargaining unit employees. For this reason, promotion from within the organization is prioritized to give bargaining unit employees the opportunity for career advancement.

Section 7. The Employer will consider the following criteria for promotions; provided, however, no single criterion is determinative:

- Experience and service in the organization, including more than (six) 6 months in their current position.
- Qualifications for the new role can be based on the applicable job description and/or demonstrated job performance.
- The Employer will also consider Core Competencies, as set forth in the applicable job description, which will be provided to any bargaining unit employee interested in being promoted.

Section 8. Both or either management and bargaining unit employees can make the case for a promotion during the promotion review period in Q1 of each year. Staff will be informed when this period begins and ends each year. The submission period should be at least three (3) weeks in length. Nothing in this section prevents the Employer from promoting staff at any time during the year due to change in business needs.

Section 9. The Form to request a promotion will be made available for all bargaining unit employees to access.

Section 10. Managers shall meet with their employees to discuss their individual annual goals, career objectives and growth opportunities including potential pathways for promotions at least twice a year.

Section 11. No bargaining unit employee will experience a decrease in salary due to a promotion.

Section 12. Nothing in this Article or elsewhere in this Agreement shall prevent Climate Reality, in its sole discretion, from providing additional compensation to any Bargaining Unit employee at any time during the term of this Agreement.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Employer Primary Chairperson:

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David J. Ellis

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CWA District 2-13-The Climate Reality Project Tentative Agreement

1/29/25

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**ARTICLE __ SCHOOL OR OTHER ACTIVITY RELATED PARENTAL
LEAVE**

Section 1. Any bargaining unit employee who is a parent is entitled to a total of twenty-four (24) hours of unpaid leave during any twelve (12)-month period to attend or participate in a school-related event or club/camp or extra-curricular activity for their child.

Section 2. Bargaining unit employees desiring to use unpaid leave to attend either school-related events or club/camp or extra-curricular activities should provide at least three (3) days written notice to their manager, unless the need to attend the event cannot be reasonably foreseen.

Section 3. Requests will not be unreasonably denied.

Section 4. Climate Reality will comply with all applicable state and municipal laws requiring additional school or other activity related parental leave.

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CWA District 2-13-The Climate Reality Project Tentative Agreement

1/29/25

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ARTICLE ____ – WELLNESS LEAVE

A). At the beginning of each calendar year, Climate Reality will offer twelve (12) wellness days per year for its full-time bargaining unit employees. These will be referred to as wellness days and can be used however an employee sees fit, in the spirit of supporting their own wellbeing. For employees who join Climate Reality during a calendar year, their wellness days will be prorated based on the number of months remaining in the year in which their employment begins.

B). Wellness days can be taken as twelve (12) days in a row, or in combination with PTO if needed. Wellness days do not need to be spread out throughout the year.

C). Wellness days can be taken as needed to take care of an employee's own personal wellness. This paid time off provides flexibility for bargaining unit employees to take time away as needed to take care of themselves and address their personal wellness as needed using wellness days.

D). Wellness days can be requested with either minimal or advanced notice or day of to accommodate unforeseen wellness needs; provided, however, reasonable advance notice must be provided to the employee's supervisor whenever an employee knows that they will use multiple days of wellness leave in a row so as to provide Climate Reality with adequate coverage of jobs and staff requirements, which determination Climate Reality will make in its sole, but reasonable, discretion.

E.) Wellness days do not roll over to the following year. Employees are not compensated for unused wellness days at the end of employment with Climate Reality or at any other time.

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1/29/25

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ARTICLE __ COMMUNITY SERVICE LEAVE

Section 1. Climate Reality will allow up to three (3) days of paid time off per year for any bargaining unit employee to volunteer their time to a charitable organization.

Section 2. Requests for community service time off are subject to prior approval by an employee's manager.

Section 3. This time must be used for either actual time spent on charity work for an established charitable organization or as service as a board member for an established charitable organization.

AGREED TO:

Union Primary Chairperson:

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Employer Primary Chairperson:

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Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

2/23/26

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ARTICLE ____ – REMOTE WORK AND TELEWORKING

Section 1. All Climate Reality bargaining unit employees are permitted to work remotely and telework solely in accordance with this policy. "Remote work" is work outside of the DMV area on a permanent basis. Telework is an option to work outside the Climate Reality offices for those within the DMV area on the basis of provisions outlined in Section 4.

Section 2. If a bargaining unit employee needs to temporarily work from a location other than their home address or the DC office for an extended period of time other than for business travel required by Climate Reality (e.g., conferences, business meetings, Climate Reality trainings and events) they will inform their supervisor of the requested temporary relocation and when they expect to return to their home state. The supervisor will forward the request to the People Department, which will review the feasibility of each request under applicable payroll, tax, and employment laws as well as consideration of current state registrations, insurance, organization risk management and other applicable laws and reply to the bargaining unit employee with written authorization or denial of the request within five (5) business days of the request being submitted by the bargaining unit employee.

Section 3. All Climate Reality bargaining unit employees hired before October 1, 2022, and that were previously granted remote working status, or are employed in grant funded roles or roles otherwise required for specific programmatic reasons to be located outside of Washington, D.C., or the states of Maryland or Virginia (the "DMV") (e.g., state-based campaigns requiring on the ground staff located outside the DMV) are not subject to the teleworking requirements in Section 4 of this Article and are only expected to travel to the Climate Reality office on limited occasions (e.g., all staff or department retreats or special events) for so long as they remain in their current role or receive a promotion in accordance with Article ____ of this Agreement. An employee hired before October 1, 2022, and that was previously granted remote working status who needs to permanently relocate will retain remote work status. The bargaining unit employee will inform their supervisor of the new address at least thirty (30) calendar days in advance of the planned relocation. Such requests will be approved provided the requests are limited to a state in which Climate Reality will continue to have other employees as of the date of the ratification of this contract. Climate Reality will evaluate requests for relocation in states where the Employer is not currently doing business and may choose to begin doing business there.

Section 4. Teleworking bargaining unit employees have to report the Climate Reality office two (2) days a week. Bargaining unit employees whose primary responsibilities involve the maintenance, management, or oversight of critical office infrastructure (e.g., office operations staff responsible for: (a) security and access control of office facilities; (b) maintenance and upkeep of physical office equipment and IT infrastructure; (c) receipt and distribution of mail and other physical deliveries; or (d) in-person support for executive leadership and essential business functions may need to come into the office more than two (2) days a week. All bargaining unit employees shall coordinate days in the office with their supervisor. No evaluations of employee performance will be impacted by the decision to telework in accordance with this Article. If the office is closed due to inclement weather, the required days in office will be removed in equal number for that same workweek. On a case by case basis, employees can be granted removal of additional required in office days who face continued weather related issues. If a Climate Reality recognized holiday occurs during a week, the required days in office will be removed in equal number for that same workweek. If an employee is required to travel or attend full-day in-person meetings for Climate Reality business, those days of travel or in-person meetings within that week or adjoining weekend, will offset in equal number the required days in the office for that same workweek. If an employee feels well enough to work but may be sick or contagious, they should stay home and must notify their supervisor and the People Department in writing in the event they will need the option to telework more than the number of days provided in this Section 4. If an employee takes approved Paid Time Off, they may offset in equal number the required days in the office for that same workweek.

CWA District 2-13-The Climate Reality Project Tentative Agreement

2/23/26

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Section 5. In the event of an urgent business need that requires a bargaining unit employee to perform work in person, in any capacity, for three (3) consecutive business days or more, or requires a remote employee to perform work in office for any amount of time, Climate Reality shall provide notice to the bargaining unit employee as soon as they are aware of the need, at a minimum of forty five (45) calendar days' notice.

Section 6. If a bargaining unit employee is unable to report to work because of a power or internet outage, the bargaining unit employee should report any delay or absence to their supervisor at the earliest possible time. The bargaining unit employee will not have compensation reduced or be expected to make up hours missed due to a power or internet outage.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Employer Primary Chairperson:

Signed by:

Ronald Ellis

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CWA District 2-13-The Climate Reality Project Tentative Agreement

11/3/25

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ARTICLE __ INCLEMENT WEATHER/OFFICE CLOSURE

Section 1. The President and CEO, Operations SVP, or the People Department Director are authorized to decide to close the Climate Reality office due to hazardous or severe weather.

Section 2. Climate Reality generally follows Office of Personnel Management (OPM) guidance on office closures and Washington, DC Police advisories when determining whether to close the office due to hazardous or severe weather.

Section 3. When hazardous or severe weather conditions occur outside of regular business hours, the People Department will make reasonable efforts to notify employees by 8:00 AM on the day of the closure. Notification may occur earlier on occasions OPM closure status is released the evening before. Climate Reality will notify employees of any delay or closure by email.

Section 4. When hazardous or severe weather occurs during the day, the People Department Team will decide whether to close early. In the event that the Climate Reality office closes early due to hazardous or severe weather, all employees will be expected to work from home, subject to Section 5.

Section 5. When Climate Reality is open, but an employee is unable to report to work because of hazardous or severe weather or, in the case of a remote employee, is unable to perform their work from home (e.g., power or internet outage), the employee should report any delay or absence to their supervisor at the earliest possible time.

Section 6. Employees should not take unnecessary risks to report to work in unsafe conditions.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

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Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

4/7/25

*All tentative agreements are subject
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ARTICLE __ RELIGIOUS OBSERVANCE LEAVE

Section 1. Climate Reality respects the religious creeds, beliefs, and practices of all employees and will make, upon a written request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on Climate Reality.

Section 2. An employee who has sincerely held religious creeds, beliefs, or practices that conflict with their job or work schedule and who seeks a religious accommodation must submit a written request for accommodation to their manager and the Director of People at least two weeks prior to the requested paid time off that allows for a reasonable period of time to consider the request. The written request should include the type of religious conflict that exists and the employee's suggested accommodation.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Razzini

32C375C73866405...

Employer Primary Chairperson:

DocuSigned by:

Dan Stiles

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CWA District 2-13-The Climate Reality Tentative Agreement

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ARTICLE __ BENEFITS

Section 1. Climate Reality will continue to offer medical, dental, and vision insurance to all full-time bargaining unit employees who work, on average, more than thirty (30) hours per week, and their spouses, dependents and other qualifying family members. Climate Reality complies with all applicable federal and state laws regarding the provision of benefits to same-sex spouses, domestic partners and couples in a civil union.

Section 2. In addition to the benefits in Section 1, Climate Reality will continue to provide the following supplemental benefits:

- Life Insurance
- Accidental Death and Dismemberment
- FSA
- Employee Assistance Program
- Workers Compensation Insurance as required by applicable state law
- Short Term Disability
- 401 (K)
- DMV Commuter Program

Section 3. Plan documents, if applicable, are available for inspection. Climate Reality and its designated benefit-plan administrators reserve the right to determine eligibility, interpretation and administration of issues related to benefits offered by Climate Reality.

Medical, Dental and Vision

Section 1. Employees have up to thirty (30) days from their date of employment to select their medical, dental, and vision plans. Once the selection is made it will remain fixed for the remainder of the plan year; however, employees will have an opportunity to make changes to their benefit selections during Climate Reality's annual open enrollment period.

Employees who experience a qualifying life event such as marriage, divorce or the birth of a child will also be allowed to make a change in their benefit selection when that event occurs, in accordance with the terms of the Plan document.

Section 2. Effective for plan year July 2027 and remaining for the life of the agreement, Climate Reality will use commercially reasonable efforts to secure a plan option ("Base Plan") that enables Climate Reality to cover one hundred (100%) of the monthly premiums for individual employee coverage for medical, dental and vision benefits. To determine the amount Climate Reality contributes toward the base plan, Climate Reality will use the last three years average percent (%) increase in medical premiums each budget cycle and use that average increase as its budget for premiums for the following plan year as a means to protect staff against premium increases.

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For example, if the last three years brought increases of 5%, 12%, and 3%, with an average increase over that time period of 6.67%, then Climate Reality would include a 6.67% increase in the employer covered healthcare premium in its budget for the following year; provided, however, if the actual Base Plan cost is lower than the amount budgeted, Climate Reality may apply such savings to other programs and operations. Climate Reality will not decrease the budget for healthcare premium per employee for the following year in the event of a decrease in cost but instead will not include that year's percentage decrease in the three year average for the following year's budget. Climate Reality will endeavor to offer additional health plan options to bargaining unit employees that provide enhanced or alternative levels of coverage. For any such additional plan options, Climate Reality's contribution toward premiums for individual employee coverage shall not exceed the amount it contributes toward the Base Plan, and employees electing such additional options shall be responsible for any premium cost in excess of that contribution.

Section 3. Insurance coverage becomes effective on the first day of the month following an employee's date of hire. All necessary enrollment forms are to be submitted to the electronic portal within thirty (30) days of the employee's hire date to become an active participant in Climate Reality's health insurance plans. If an employee does not submit within thirty (30) days of their hire date, they will not be eligible to enroll until the annual open enrollment period.

Section 4. Climate Reality shall continue to offer a Flexible Spending Account (FSA) as a healthcare benefit option for full-time employees and Dependent Care Flexible Spending Account (DCFSA) for eligible dependents. An employee is eligible as of the date of hire, and has thirty (30) days to enroll from their date of hire. All employees are eligible for enrollment in the next calendar year through an open enrollment process, regardless of whether they participated the previous year.

Section 5. If there is a need to change the benefit provider, Climate Reality will notify the Union as soon as practicable after receiving notice from the carrier and will provide the Union with an opportunity to bargain over the change. Climate Reality will make commercially reasonable efforts to provide such notice sufficiently in advance of any change in coverage to allow the parties to engage in good-faith bargaining, to the extent the carrier provides Climate Reality with advance notice. In connection with a change in benefit provider, Climate Reality will make commercially reasonable efforts to avoid a material reduction in the categories of medical services and procedures covered under the applicable plans, subject to the coverage and terms available in the insurance marketplace. Changes in deductibles, copayments, coinsurance, out-of-pocket maximums, benefit limits, provider networks, or other administrative terms will not constitute a reduction in the scope of coverage.

Workers Compensation

Section 1. Bargaining unit employees may be eligible for workers' compensation insurance benefits when work-related accidents, injuries or illnesses occur.

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Section 2. Climate Reality will provide a comprehensive workers' compensation insurance program at no cost to employees and in accordance with applicable state law. This program covers most injuries or illnesses, sustained in the course of employment, that require medical, surgical, or hospital treatment. Subject to applicable legal requirements, workers' compensation insurance provides benefits or, if the employee is hospitalized, treatment immediately.

Section 3. To qualify for coverage bargaining unit employees who sustain a work-related injury or illness should inform their supervisor immediately regardless of how minor an on-the-job injury may appear.

Section 4. Employees who need to take time off from work due to a workers' compensation illness or injury may also be eligible for a leave of absence under Climate Reality's leaves of absence or reasonable accommodation policies. Employees should consult with the People Department for additional information.

Section 5. Employees who are ready to return to work following a workers' compensation-related leave of absence must supply a certification from a health care provider confirming the employee's ability to return to work.

Life Insurance

Section 1. All full-time bargaining unit employees will be covered under the Climate Reality life insurance policy. The plan is offered through a plan provider and the premium is paid one hundred percent (100%) by Climate Reality. Coverage is equal to one times (1x) the employee's annual salary to a maximum benefit of three hundred thousand dollars (\$300,000.00).

Section 2. Insurance coverage becomes effective on the first day of the month coincident with or following an employee's date of hire. The plan is not portable, and coverage will terminate on the last day of the month of the employee's last day of employment. All employees must complete a beneficiary designation in the electronic portal.

Section 3. Bargaining unit employees have the option to purchase voluntary life insurance for themselves, their spouses, and dependents. The insurance carrier may require medical or other assessments in order to issue the policy. All costs for the voluntary life insurance will be paid by the employee through payroll deductions.

Section 4. The IRS treats the cost of life insurance as taxable income for salaries over fifty thousand dollars (\$50,000.00). The calculation for imputed income is based on a table issued by the IRS and is age based. If applicable, this will be reflected in the employee's W2 form.

Accidental Death and Dismemberment Insurance

Section 1. In the event of an employee's death due to an accident, the insurance provider's plan includes a separate and additional policy that will provide the employee's designated beneficiary with a payment equal to the amount of the employee's life insurance up to a maximum of three hundred thousand dollars (\$300,000.00).

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Short-Term Disability Leave

Section 1. Subject to any contrary state or district laws, bargaining unit employees may become eligible for continuation of wages (1) after the seventh (7th) consecutive business day of an illness or medical condition, including pregnancy disability, which renders an employee physically disabled and unable to report to work and perform the major functions of their job or any other job Climate Reality may deem available and appropriate for the employee's condition and qualifications, or (2) under the terms of the Family and Medical Leave Policy as set forth above, wherein the first day of illness or eligibility is deemed the "Commencement Date" under this Short-Term Disability Leave policy ("STDL"). A pregnancy disability is a physical or mental condition related to pregnancy or childbirth that prevents an employee from performing essential duties of their job, or if their job would cause undue risk to an employee or an employee's pregnancy's successful completion as determined by an employee's health care provider.

Section 2. Subject to any contrary state or district laws, a request for STDL must be made in writing by the employee to the People Department at least thirty (30) days prior to the date leave is to begin where the need is known in advance or, where not foreseeable, as soon as practicable; and the employee will be required to sign a Memorandum of Understanding outlining general terms, including, but not limited to, a certification that employee is also taking leave (whether unpaid or paid) from outside employment or providing other compensated services, if any, in the event that such outside employment or other compensated services require the same or substantially similar job functions underlying employee's request for short-term disability leave, an agreed upon STDL Commencement Date, and the return to work date.

Section 3. Climate Reality will provide short-term disability leave and wage-replacement benefits in those states covered by mandatory state or district disability laws, in accordance with state or district regulations. Eligible employees not covered by a mandatory state or district disability program may be eligible for benefits under Climate Reality's short-term disability insurance policy, subject to the terms and conditions of that policy.

a). During the first seven (7) days of leave covered by the STDL policy—or, for employees working in states with mandatory state or district disability laws, during any applicable statutory waiting period before such benefits begin—employees may use available paid time off in accordance with the terms of this Agreement. Following the applicable waiting period, employees may receive short-term disability wage-replacement benefits for a period of up to twelve (12) calendar weeks. Wage-replacement benefits will be provided in the following order:

1. First, through any applicable mandatory state or district disability insurance program;
2. Second, through Climate Reality's short-term disability insurance policy; and
3. Third, to the extent necessary to reach the applicable continuation-of-wages percentage set forth below, through supplemental payments made by Climate Reality.

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The combined total of all wage-replacement benefits from these sources will equal the applicable percentage of the employee's current annual gross salary, based on length of service:

Continuation of Wages

Length of Service	Wage Replacement
6 months-up to 3 years	65%
More than 3 years	100%

Climate Reality paid holidays are not applicable during STDL and may not be counted toward reducing the total duration of short-term disability leave.

Section 4. Employees may be eligible to receive benefits for short-term disability leave covered by this policy through state-sponsored programs. Employees may also choose to use accrued vacation and sick leave, to the extent permitted by law and Climate Reality's policy. All payments of wage-replacement benefits whether paid through state-sponsored programs, Climate Reality's STDL insurance carrier, and Climate Reality, or any combination of the three, and accrued paid leave will be integrated and coordinated so that employees receive no greater compensation than their regular compensation during the applicable period.

Section 5. After the initial period of eligibility of up to twelve (12) weeks, employees are expected to return to full-time employment, unless additional leave is provided for by the Family and Medical Leave Act Policy, or state laws, as set forth above. Employees also have the option of continuing on STDL for a period of up to another four (4) weeks. However, continuation of wages will not be available for the four (4) week extended period of leave. Employees may take this additional time as unpaid or apply unused vacation or sick leave hours.

Section 6. Intermittent leave under the STDL policy is permitted under the same circumstances as under the FMLA policy (i.e., whenever it is medically necessary to care for a seriously ill family member, or because the employee is seriously ill and unable to work).

Section 7. During STDL, employees will remain on the Climate Reality health insurance policy with coverage for medical, dental, and vision, if the employee has such coverage through Climate Reality. Employees will not accrue vacation or sick hours while on STDL. Employees are not required to submit timecards while on STDL. If leave qualifies under the FMLA and under an applicable state disability law and the STDL policy, the leave used counts against the employee's entitlement under both laws and the STDL policy, meaning any paid family or medical leave or STDL is used concurrently.

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Employee Assistance / Supplemental Mental Health Program

Section 1. Climate Reality will provide an employee assistance program (EAP) at no cost to employees and their families through Climate Reality's insurance provider. This EAP is available as set forth in the EAP benefits provider plan. It is a confidential, safe, and easy-to-use resource.

DMV Commuter Program

Section 1. Climate Reality encourages employees to use public transportation as a means of commuting to and from work and in connection with their day-to-day work for Climate Reality in the DMV region.

Section 2. Climate Reality provides to all DMV-based employees the option to enroll in SmartBenefits, which is a program that allows the use of the employee's income on a pre-tax basis for approved public transportation in the Washington, DC Metropolitan Area up to a maximum that is determined by the IRS and is subject to change annually.

Section 3. Climate Reality contributes up to eighty dollars (\$80.00) per month to each employee who enrolls, and the employee is then able to add an additional pre-tax amount up to the IRS maximum allowed per month. An additional amount per month, as determined by the IRS, can be deducted on a pre-tax basis for parking at Metro parking lots in the Washington, DC area for the purposes of parking in order to ride the Metro or Metro Bus.

Healthcare Committee

Section 1. A Healthcare Committee will be formed whose purpose will be to make recommendations and to participate in discussions surrounding existing healthcare coverage or changes to healthcare coverage during the life of this agreement. The Committee shall serve in an advisory capacity only and will not have authority to approve, modify, or veto decisions regarding benefit plans.

Section 2. The Committee will consist of three (3) bargaining unit employees, selected by the Union, and an equal number of Climate Reality management representatives. Time spent in these meetings will be considered paid time. The Committee will meet at least once during the first quarter (Q1) of each calendar year, or at other times as mutually agreed by the parties.

Section 3. Climate Reality will coordinate with its benefits broker to present market options received from carriers to the Committee as part of the renewal process. In connection with these discussions, Climate Reality or its broker will provide summary information regarding plan utilization, claims trends, or other data relevant to evaluating coverage options, provided such summary information is made available to Climate Reality or its broker by the carrier. Committee members acknowledge that such information may include confidential or sensitive information and agree to maintain the confidentiality of any non-public information shared with the Committee and to use such information solely for purposes of the Committee's work. Nothing in this section

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requires Climate Reality to disclose individually identifiable employee medical information or other protected health information.

Section 4. Climate Reality will treat bargaining unit employees the same as other employees not in the bargaining unit with respect to any other benefit plans that are offered to all employees but are not referenced in this agreement. Should Climate Reality offer additional benefit plans or plan enhancements, bargaining unit employees shall be eligible to participate on the same basis as employees not in the bargaining unit.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

[Signature]

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CWA District 2-13-The Climate Reality Project Tentative Agreement

6/24/26

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ARTICLE __- 401 K - RETIREMENT PLAN

Section 1. Effective January 1, 2027, all employees are eligible to enroll in the Climate Reality 401(k) Retirement Plan immediately upon successful completion of the Introductory Period set forth in Article __.

Section 2. An employee's entry date will be the first day of the month coinciding with or next following the date they satisfy the eligibility requirements.

Section 3. Climate Reality's 401(k) plan (the "Plan") allows for employee pre-tax deferral contributions and after-tax Roth contributions of eligible income up to annual maximums established by the IRS and plan administrators.

Section 4. Climate Reality will match employee contributions up to a total of six percent (6%) of an employee's W-2 compensation. The contribution is 100% vested.

Section 5. If the employee's 401(k) account balance is greater than \$7,000.00 on their last day of employment with Climate Reality, the employee may opt to keep their account with Climate Reality as long as Climate Reality maintains its 401(k) Retirement Plan.

Section 6. If a bargaining unit employee's vested interest in the Plan exceeds \$1,000 but does not exceed \$7,000 as of their last date of employment, then the Plan will rollover the distribution to an IRA if the employee does not make an affirmative election to either receive or roll over the distribution. The IRA provider selected by the Plan will invest the rollover funds in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity (e.g., an interest bearing account, a certificate of deposit or a money market fund). The IRA provider will charge the employee's account for any expenses associated with the establishment and maintenance of the IRA and with the IRA investments unless, if permitted by the IRA provider, the employee requests to pay the fees out-of-pocket. The employee may transfer the IRA funds to any other IRA they choose. Balances of \$1,000 or less may be distributed directly to the employee by the Plan administrator at the employee's request, subject to applicable taxes and penalties.

Section 7. An employee may choose to defer their full bonus into their 401(k) subject to any applicable payroll deductions, such as union dues, and annual maximums established by the IRS and plan administrators. The first six percent (6%) of their deferred bonus is eligible to receive matching contributions from the Employer in the same manner as provided in Section 4.

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6/24/26

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Section 8. The terms of the Climate Reality 401(k) Retirement Plan document, as amended from time to time, and applicable ERISA and Internal Revenue Code provisions, will control in the event of any inconsistency with this Article.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Employer Primary Chairperson:

Signed by:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

9/12/25

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ARTICLE ____ – SICK LEAVE

Section 1. Climate Reality provides paid sick leave to all bargaining unit employees at the rate of four (4) hours per pay period. Employees may accrue up to a maximum of 256 hours (or 32 days) of paid sick leave. Once an employee reaches this cap, further accruals will cease until the employee uses some of the accrued sick leave and their balance falls below the cap. Sick leave may be carried over from year to year; however, at no time may the balance exceed the 256-hour accrual cap. Employees who, as of the effective date of the ratification of the contract have an accrued sick leave balance in excess of the 256-hour cap will be permitted to retain their full existing balance. However, these employees will not accrue additional sick leave until their balance falls below the 256-hour cap, at which point normal accruals will resume.

Section 2. Employees are not compensated for unused sick leave at the end of employment with Climate Reality or at any other time.

Section 3. An employee must notify their supervisor prior to the scheduled starting time of any sick leave. Sick leave may be used immediately upon accrual when an employee: (1) has a physical or mental illness, injury, or medical condition; (2) is obtaining a medical diagnosis or care or preventative medical care; (3) is caring for any Family Member (as defined in Section 9) who has a physical or mental illness, or is obtaining professional medical care, or who requires a medical diagnosis, care, or preventative medical care; (4) is a victim, or the employee's immediate family member is a victim, of stalking, domestic violence, or sexual abuse or harassment (as defined by District of Columbia or the employee's local jurisdiction's law) and the employee's absence is directly related to obtaining medical, psychological, social, or legal services, including relocation; or (5) for the employee to donate a body part, blood, bone marrow, organ or tissue, including preoperative or diagnostic services, surgery, post-operative treatment and recovery, or to assist a family member in doing so.

Section 4. When applicable, sick leave taken under this policy may run concurrently with available FMLA and/or state family medical leave.

Section 5. Employees are not required to find an employee to cover their work when they take paid sick and safe time.

Section 6. For employees working in a jurisdiction that has a mandatory sick leave law or a jurisdiction that defines how sick leave may be used or accrued, Climate Reality will comply with all legal requirements, including providing greater or different benefits than those indicated here. In such a situation, the leave the employee is entitled to under the

law may run concurrently with the leave provided under this policy, to the extent permissible under applicable law.

Section 7. Climate Reality may request that employees provide reasonable documentation to support a reason for the leave if the employee takes leave for more than four (4) consecutive days. Examples of documentation include, but are not limited to documentation signed by a licensed healthcare provider. If the documentation submitted by the employee is not sufficient, Climate Reality will notify the employee of the specific deficiency and provide examples of what would be sufficient. The employee will then have seven days to provide adequate documentation.

Section 8. Climate Reality does not require the disclosure of details regarding an employee's or employee's Family Member's health information or the domestic violence, sexual assault, or stalking that is the basis for the request for leave.

Section 9. For purposes of this sick leave policy, "Family Member" can be a: spouse; registered domestic partner; biological, adopted or foster child, stepchild, legal ward or a child to whom the employee stands *in loco parentis*, and their spouse; biological, adoptive or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner or a person who stood in *loco parentis* when the employee was a minor child; sibling; spouse of a sibling; grandparent or grandchild; and registered domestic partner (as defined by state or local law), as well as the child or parent of a registered domestic partner; or any other individual related by blood or whose close association with the employee equates to a family relationship, including without limitation, Godparent or Godchild, or chosen family, including non-biological kinship bonds, whether legally recognized or not.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

32C375C73866405...

Employer Primary Chairperson:

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Dan Stiles

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4/2/26

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ARTICLE __ – PERFORMANCE REVIEWS

Section 1. To evaluate current levels of performance and to measure employees' progress after successful completion of the introductory period, performance reviews will be conducted annually for all bargaining unit employees. Performance reviews are intended to provide feedback regarding employee performance and development and are not disciplinary actions.

Section 2. The Employer will provide bargaining unit employees with the annual performance review template that contains performance categories and criteria employees will be evaluated on for the current calendar year no later than April 30th of the current calendar year. In the event of a performance management system migration, bargaining unit staff will be informed of timing and process at least 30 days prior to the new system go live date, and will be provided training in the new system at least 30 days prior to launch of any deadlines in the annual performance review cycle. Employees will not be evaluated on newly added performance criteria during the first ninety (90) days following implementation of such criteria and communication of those criteria to bargaining unit employees.

Section 3. The annual performance review will begin in the last quarter of each calendar year for all bargaining unit employees whose start date is before September 1 of that calendar year.

Section 4. For newly hired bargaining unit employees, Climate Reality will conduct one (1) performance review prior to the conclusion of their first ninety (90) day introductory period. This review will be based on and incorporate goals discussed with the employee in the first 30 days of their employment and reviewed through check-ins between the bargaining unit member and their supervisor throughout their first ninety (90) day introductory period.

Section 5. Nothing in this article prevents supervisors and employees from meeting to discuss job performance and goals on an informal, day-to-day basis.

Section 6. Performance feedback may be provided at any time throughout the year in the Employer's Performance Management system by peers and members of management, which will be reviewed as part of the annual performance review process.

Section 7. The Employer will not rate employees negatively solely based on their use of accrued leave benefits in accordance with this Agreement.

Section 8. A performance review will evaluate employees' progress toward performance goals, accomplishments, and the overall performance of an employees

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4/2/26

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fulfillment of their job responsibilities.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

Randy Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

6/25/25

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ARTICLE __ JURY AND WITNESS DUTY LEAVE

Section 1. Climate Reality encourages employees to serve on jury or witness duty when called. Bargaining unit employees must notify their supervisor of the need for time off for jury or witness duty upon receipt of a subpoena, notice or summons from the court.

Section 2. Climate Reality will pay bargaining unit employees their regular Climate Reality salary or pay rate for jury duty in any twelve (12)-month period. Employees committed to jury duty will receive their normal salary in addition to their jury fees. Any additional time off under this policy will be without pay, except that exempt employees will not incur any reduction in pay for a partial week absence due to jury duty.

Section 3. If a bargaining unit employee participates in any organization-sponsored health, disability, life or other insurance benefits, such coverage will continue during jury duty or witness service provided that the employee gives advance notice of the service. Bargaining unit employees who are absent from work while participating in the jury selection process or while serving as a juror or a witness will not be asked or required to use any annual, vacation or sick leave during the absence.

Section 4. Climate Reality will comply with all state laws regarding pay for jury leave.

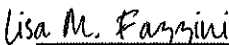
Section 5. Bargaining unit employees may be required to provide verification of jury duty or witness service from the court clerk. Any bargaining unit employee on jury or witness duty is expected to report or return to work for the remainder of the work schedule when dismissed from jury or witness duty, but bargaining unit employees who serve as jurors for four or more hours, including travel time, on the day of the appearance are not required to return to work to start any shift that begins on or after 5:00 p.m. on the day of service or begins before 3:00 a.m. on the day following the day of service.

Section 6. Under no circumstances will bargaining unit employees be deprived of any benefits of employment, terminated, demoted, threatened, harassed, coerced, or penalized because they request or take leave in accordance with this policy.

AGREED TO:

Union Primary Chairperson:

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 Lisa M. Pazzini

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Employer Primary Chairperson:

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ARTICLE ____ – PIP - PERFORMANCE IMPROVEMENT PLAN

Section 1. Management has the responsibility to provide employees who are displaying performance issues with specific guidance, tools, training and suggestions to help them improve. Management will document coaching and development conversations it has provided to a bargaining unit employee.

Section 2. In cases where an employee's performance consistently falls below clearly outlined expectations and duties of their position and does not appear to be improving with the guidance, tools, training and suggestions given by management, a Performance Improvement Plan (PIP) may be developed.

Section 3. The Company shall provide written notice, at least two (2) business days in advance of the meeting where the PIP will be covered with the employee, to the Local Union President or Union designee and employee.

Section 4. At the meeting where the PIP will be covered with the employee, a bargaining unit union representative can be present if requested by the employee. The PIP goes into effect on the date presented by Management. The direct supervisor and a member of the People Department will meet with the employee to explain the terms of the PIP, during which the employee will have the opportunity to request changes to the PIP and request available resources to facilitate meeting the requirements in the PIP. Within three (3) business days, the employee may request a follow up meeting to further discuss the content of the PIP. Within three (3) business days the employer will schedule such meeting. If the employer makes material changes to the content of the PIP following the additional PIP meeting, the employer will make reasonable efforts to meet with the employee promptly to discuss such material changes. Additionally, the effective date of the PIP will be adjusted to the date the material changes are provided to the employee. If the employer does not make material changes they will inform the employee of this decision and the effective date will be adjusted to begin on the date when the employee is informed.

Section 5. Managers shall utilize Climate Reality's PIP template when creating a PIP. The written PIP will identify (a) the performance or conduct deficiencies, which shall include representative examples of specific work instances with approximate dates, project references, or patterns of conduct supporting these deficiencies, and (b) expectations moving forward, specifying measurable and achievable benchmarks. The PIP may also include requirements such as scheduled meetings and reporting,

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completion of specified training, use of certain resources, and other measures tailored to the individual situation.

Section 6. The employee will be informed in writing of the consequences of failing to meet the requirements of the PIP.

Section 7. Employees shall be given at least forty-five (45) calendar days to improve performance under a PIP and provided no less than weekly feedback on their progress. This feedback will be provided in a meeting during scheduled work hours. A bargaining unit union representative may be present at these weekly meetings if requested by the employee. If a bargaining unit representative is present, it is Management's expectation that a member of the People Department will also be present. If extended leave periods such as end of year holidays, or sick leave or bereavement or pre-approved PTO over three (3) business days occur during the administration of the PIP, management will extend the duration of the PIP for an equal number of days to accommodate.

Section 8. If performance has improved but is still falling short of meeting expectations, Management will consider extending the PIP for a maximum of thirty (30) calendar days before any level of discipline may be imposed. The criteria for determining whether performance has improved are tied to the measurable and achievable benchmarks outlined in the PIP.

Section 9. Once an employee's performance has improved to the point of substantially meeting the requirements of the PIP, the PIP will be removed. This can be done prior to the end date of the PIP. The employee will receive written confirmation that they have been removed from the PIP and all rights and privileges of non-PIP-bearing employees will be restored to the employee. However, if performance has declined, or if no substantial progress toward the measurable and achievable benchmarks has been made after 45 calendar days, unless the time period is extended

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under Section 8, Management may move forward with termination.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

Raul Soto

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4/2/2026**

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CWA - ARTICLE ____ - DURATION

The Agreement is effective upon ratification and shall remain in full force and effect until and through midnight on [3 YEARS FROM RATIFICATION DATE]. Bargaining shall begin no later than forty-five (45) days prior to the expiration date.

AGREED TO:

Union Primary Chairperson:

DocuSigned by:

Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

David S. H. H.

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**CWA District 2-13-The Climate Reality Project
Tentative Agreement**

6/5/26

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ARTICLE ____ - INTRODUCTORY PERIOD

Section 1. A new hire's first three (3) months of employment shall constitute an introductory period. During the introductory period, just cause will be applied to any employee discipline. If discipline is issued to an employee before they have completed their introductory period, Climate Reality will provide the Union with a written explanation of the basis for the discipline or discharge. Discipline or discharge of an employee before completion of their introductory period is not subject to the requirements of Article X (Discipline) or Article X (Layoffs and Recall), and is not subject to challenge under Article X (Arbitration) or to Article X (Grievance).

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

David Stille

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CWA District 2-13-The Climate Reality Project Tentative Agreement

7/20/26

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ARTICLE __ WAGES

Section 1. Each bargaining unit job is assigned to a salary band. Salary bands are pay ranges establishing minimum and maximum salaries for tiered roles. Each salary band shall include a minimum, entry-level salary and a maximum salary.

Section 2. The salary band structure to be adopted at the time of ratification of the contract with minimum and maximum salaries for each band are detailed in Appendix A. Effective at the time of ratification of the contract, any bargaining unit employee earning below the salary band minimum for their salary band category will have their salary raised to their band minimum.

Section 3. Salary band minimums and maximums shall be adjusted annually to reflect bargaining unit COLA as referenced in Article __, provided, however, the minimum salaries for each band detailed in Appendix A shall not be further adjusted in 2026.

Section 4. A complete salary band table shall be made available to all bargaining unit employees within 30 days after ratification. The first salary band table will be posted for all bargaining unit employees to view.

Section 5. Nothing in this CBA prevents Climate Reality from awarding additional compensation.

AGREED TO:

Union Primary Chairperson:

Employer Primary Chairperson:

Appendix A. Salary Bands

Salary band category	Supervisory	Individual Contributor	Current band minimum	Current band maximum	New band minimum
A		• Specialist • Associate • Organizer	\$57,224	\$89,269	\$60,000
B		• Analyst • Senior Associate • Senior Organizer • Staff Accountant	\$68,437	\$95,220	\$69,292
C	Manager	• Project Coordinator • Officer/Lead • Senior Staff Accountant • Systems Administrator • Writer	\$74,391	\$107,123	\$75,320
D	Senior Manager	• Advisor • Developer • Senior Project Coordinator • Senior Officer/Senior Lead	\$97,281	\$136,880	\$97,281
E	Deputy Director	• Project Manager • Senior Writer	\$106,757	\$154,733	\$106,757
F	• Assistant General Counsel • Controller • Director • Senior Developer	• Assistant General Counsel • Director • Senior Advisor	\$137,338	\$196,393	\$137,338

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ARTICLE __ COLA

Section 1. By the second payroll of February (on or about Feb 20) in each calendar year a cost-of-living adjustment (COLA) shall be made to the wage of each bargaining unit employee in the amount of: 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (Data series ID: CWUR0000SA0 1982-84=100) as of January 1 for the most recent available month of data over the same month for the previous year. COLA will be retroactive to January 1st of that calendar year and prorated based on the duration of employment in the previous calendar year, provided, however, such proration does not result in the unit member falling below the minimum applicable band.

Section 2. In no event shall a decrease in the CPI-W result in a reduction of any bargaining unit employee's hourly wage.

Section 3. In the event the Bureau of Labor Statistics does not issue the appropriate CPI-W on or before the dates referred to in Section 1, the COLA required by such appropriate indexes shall be effective at the beginning of the first payroll after receipt of the indexes and retroactive to January 1st of the same calendar year.

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ARTICLE ____ – IMMIGRANT WORKER PROTECTIONS

Section 1. Work Authorization and Reverification.

Employees shall have the right to choose which work authorization documents to present during the verification or reverification process provided that such documents satisfy legal requirements.

a). The Employer shall not impose work authorization verification or reverification requirements for immigration compliance purposes greater than those required by law, though the Employer may participate in E-Verify at its discretion. The Employer will not require that an Employee re-verify his or her authorization to work unless the Employer obtains actual or constructive knowledge that the Employee is not authorized to work in the United States.

b). If the Employer receives notification that an Employee's work authorization is expiring, the Employer (or an agent of the Employer) shall immediately provide written notification to the Employee.

c). In the event an Employee is unable to continue Employment due to lack of work authorization and any legally available grace period during which the Employee can legally work in the United States has expired, the Employer will process the job separation as a "Termination-Work Authorization." If the work authorization is restored within one year from the date of separation, the Employer will place the impacted Employee in the same or comparable position in the bargaining unit if such bargaining unit position is available or becomes available within 60 days of the restoration of work authorization. When an Employee returns to work following a "Termination-Work Authorization," their seniority will be restored with no break in service provided the separation was less than one year. Job separation under a "Termination-Work Authorization" will be considered a discharge for cause and will not be subject to the grievance and arbitration provisions of this Agreement.

Section 2. SSA No-Match Letters or Other No-Matches.

Except as required by law, neither a Social Security Administration "no-match" letter, nor a phone or computer verification of a no-match, shall constitute a basis for taking any adverse Employment action against an Employee, for requiring an Employee to correct the no-match, or for re-verifying the Employee's work authorization. Upon receipt of a no-match letter, the Employer shall immediately provide a copy of the notification to the Employee.

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1/30/26

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Section 3. Change in Social Security Number or Name

When an Employee presents evidence of a name or social security number change, or updated work authorization documents, the Employer shall modify its records to reflect such change, unless it has reason to believe the request is illegitimate or in the service of actual or intended illegal actions.

Section 4. Immigration Matters.

If an Employee needs to attend appointments and court dates related to the Employee's immigration status, Visa, work authorization, and citizenship, the Employee will be required to use available vacation or wellness paid time or may take the time as unpaid if they have exhausted their paid time off.

Section 5. Visa/Green Card Assistance

The Employee may use available vacation or wellness paid leave or may take the time as unpaid if they have exhausted their paid time off in accordance with Article ____ (Personal Leave) if they must travel to their country of origin if necessary for renewing their visa.

Section 6. No Employee shall be discriminated against as a result of application, renewal, receipt or having previously or currently been Employed while on a work authorization. The Employer shall not refuse to sponsor or renew a visa/work authorization/Green Card for a current Employee for job performance, which are handled through coaching or the disciplinary process.

Section 7. Inspections

Except for U.S. Citizenship and Immigration Services on-site inspections required as a condition for participation in the H-1B or similar visa programs, the Employer shall not admit any agents of DHS or ICE to the workplace without a valid judicial warrant signed by a federal judge or magistrate.

Section 8. Benefits

An employee will maintain all medical, dental, vision benefits prior to any separation as a Termination-Work Authorization.

Section 9. Compliance with Immigration Laws

Employer will comply with all applicable immigration laws and legally binding government directives and regulations. If changes to the law occur that require amending the

CWA District 2-13-The Climate Reality Project Tentative Agreement

1/30/26

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employment policies and practices described in this Agreement, Employer will negotiate over such policy changes.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

1/11/26

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ARTICLE __ SAFETY AND HEALTH

Section 1. Climate Reality shall take reasonable measures consistent with applicable law to provide safe working conditions for bargaining unit employees during their hours of employment. Bargaining unit employees are expected to comply with all safety rules, policies, and training. No bargaining unit employee will be directed to work in an unsafe manner. A bargaining unit employee who has a reasonable belief that an assignment presents danger shall immediately notify their supervisor for review.

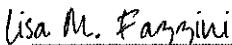
Section 2. Bargaining unit employees should promptly report any observed unsafe condition or injury while at work in writing to their supervisor. Climate Reality will promptly investigate reported conditions and act promptly in accordance with applicable law to correct any unsafe condition, safety or health hazard.

Section 3. Climate Reality will follow the safety and health legal requirements for all state, local and federal jurisdictions that Climate Reality is operating in.

AGREED TO:

Union Primary Chairperson:

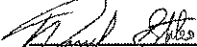
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Employer Primary Chairperson:

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**CWA District 2-13-The Climate Reality Project
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2/2/26

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ARTICLE ____ - PERSONAL LEAVE

SECTION 1. Climate Reality will grant unpaid personal leaves of absence to bargaining unit employees for extraordinary circumstances and only after all other applicable paid leave has been exhausted.

SECTION 2. Bargaining unit employees will submit requests for personal leave to the Director of People. Notice of approval or denial for personal leave requests will be made by the Director of People prior to the beginning of the requested leave period or within two weeks of the request, whichever comes first. Requests will not be unreasonably denied.

SECTION 3. While on personal leave, employees will keep all benefits granted as referenced in Article ____, subject to applicable benefit plan documents.

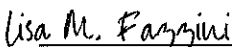
SECTION 4. An employee who returns from a personal leave that is less than one (1) month will be returned to their former position or a comparable position with a matching salary.

SECTION 5. Bargaining unit employees on personal leave are asked to confirm their return date at least two (2) weeks before they return to work. Any requests for additional personal leave must be made as soon as possible. Employees on personal leave who do not return as scheduled will be contacted by the Employer through email and telephone. If the bargaining unit employee does not respond within one week of the request by the Employer, the Employer will reach out to the Union for assistance to reach the employee. The Union will make attempts to contact the employee. If the bargaining unit employee does not respond within one week of the additional requests by the Union, the Employee on personal leave will be deemed to have abandoned their job.

AGREED TO:

Union Primary Chairperson:

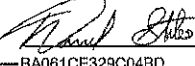
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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

4/2/26

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ARTICLE ____ - DISCIPLINE

Section 1. No bargaining unit employee shall be disciplined without just cause. The Employer will expressly advise the employee whenever formal disciplinary action is being taken. Providing feedback to and engaging in discussions with an employee in the ordinary course of managing their work is not disciplinary action under this Article.

Section 2. An important objective of discipline is correction and rehabilitation. In order to accomplish this, Climate Reality will follow the principles of both progressive discipline and just cause in taking disciplinary action. Principles of just cause include but are not limited to reasonable notice and nondiscriminatory application of legitimate rules, procedures and expectations; fair and reasonable investigation of the relevant facts; substantial evidence supporting the basis of discipline; and proportionality of disciplinary action.

Section 3. Climate Reality and the Union acknowledge that progressive discipline may not be warranted in cases involving egregious behaviors and/or gross misconduct, such as (but not limited to) theft or fraud or financial impropriety; violence or threats in the workplace or in a work-related setting; or hate speech or harassment (of any kind) in the workplace or in a work-related setting.

Section 4. Excluding egregious behavior and/or gross misconduct, as referenced in Section 3, disciplinary actions will begin with the lowest level of discipline and progress through the following steps from lowest to highest. The progression shall include the following: documented verbal warning, written warning, a Performance Improvement Plan (PIP), and then possible termination. Management will have coaching and/or development discussions with an employee before initiating formal discipline. The documented verbal warning will reference prior coachings and discussions. Discipline issued at any level will specify the conduct and/or performance concerns giving rise to the discipline, the relevant expectation and the corrective actions required.

Section 5. A copy of any written disciplinary action will be included in the employee's personnel file. Climate Reality will also provide a copy of any written disciplinary action to the employee and the Union on the date it is issued.

Section 6. Any disciplinary action in an employee's file will be considered inactive for purposes of progressive discipline once a period of ten (10) months has passed during which the employee has incurred no other disciplinary action.

Section 7. A bargaining unit employee has the right to request Union representation at any investigatory meeting that the Employee reasonably believes may lead to discipline, or at any meeting when the Employer is administering disciplinary action. The Union representation shall be limited to a Union steward from the bargaining unit or

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4/2/26

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a representative of the Local. Upon request from the Union, Climate Reality will allow a second steward to be present for training purposes with the employee's consent. Investigatory and disciplinary meetings shall be held during regular business hours with no loss in pay. Climate Reality will have no more than two (2) management representatives in these meetings.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Employer Primary Chairperson:

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CWA District 2-13-The Climate Reality Project Tentative Agreement

11/3/25

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ARTICLE __ PAY PERIODS

Section 1. Employees must provide certain personal data that is necessary for employment and to process payroll. Such data will be kept confidential and secure by the Employer.

Section 2. Changes to an employee's home address, phone number, emergency contact, bank account for direct deposit purposes, tax withholding status, etc. must be updated by the employee in the payroll system of record. This information must be kept current and accurate at all times. The People Department will notify the employee if additional paperwork is required as a result of such change.

Section 3. Bargaining unit employees will be paid on a semi-monthly pay cycle. Bargaining unit employees are paid on the fifth (5th) day and the twentieth (20th) day of every month – twenty-four (24) times per year. If the fifth (5th) day or twentieth (20th) day of the month falls on a Saturday, bargaining unit employees are paid on the preceding Friday. If the fifth (5th) day or twentieth (20th) day of the month falls on a Sunday, bargaining unit employees will be paid not later than the following Monday.

Section 4. If the regular payday falls on an organization-recognized holiday, then bargaining unit employees will be paid on the workday before the regular payday. Employees who enjoy the benefit of electronic direct deposit will receive deposit advice on each payday.

Section 5. Bargaining unit employees are given the option at the start of their employment of direct deposit. If an employee chooses to participate in direct deposit, they must follow the setup process in the payroll system of record. Any subsequent direct deposit account changes must be made by the bargaining unit employee in the payroll system of record at least ten (10) business days prior to either the fifth (5th) or the twentieth (20th) of the month for that change to be effective in that next paycheck.

AGREED TO:

Union Primary Chairperson:

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Employer Primary Chairperson:

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Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

11/3/25

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ARTICLE __ PROFESSIONAL DEVELOPMENT

Section 1. Climate Reality provides all full-time regular bargaining unit employees with up to two-hundred fifty (\$250) in 2026 and up to five hundred dollars (\$500) per calendar year thereafter for professional development opportunities, based on budget availability.

Section 2. Professional development funds does not roll into the next calendar year. It is forfeited if not used.

Section 3. When an employee is approved by Climate Reality to take further education or to attend an approved professional development training program, conference, or seminar related to work performed by the employee, Climate Reality will provide the time for such education and professional development.

Section 4. Bargaining unit employees initiate locating available courses and other training mediums that will enhance their career development and are in line with the organization's mission. Professional development can be obtained through attendance at seminars, conferences, educational courses or webinars, degree programs, subscriptions to relevant journals and membership fees to professional organizations that will assist the employee in performing their job functions.

Section 5. Employees are encouraged to discuss the professional development opportunity in advance with their supervisor. The employee must complete the Professional Development Request Form which will be reviewed by both the bargaining unit member's immediate supervisor for alignment with job functions, and by the People Department for alignment with organizational policy and this Article. Unless there are follow up questions by the supervisor or People Department, staff will be notified in writing within five (5) business days of the approval or denial of the request. No employee will be unreasonably denied.

Section 6. Employees must provide documentation of approval, and payment receipts to receive reimbursement via Concur in compliance with Climate Reality's expense reimbursement policy.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

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Dan Stiles

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CWA District 2-13-The Climate Reality Project Tentative Agreement
2/2/26

*All tentative agreements are subject
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ARTICLE __ - ARTIFICIAL INTELLIGENCE

Section 1. For the purposes of this Article, the term “Artificial Intelligence (AI)” generally refers to the ability of a machine-based system to apply analysis and logic-based techniques to solve problems or perform tasks. “Artificial Intelligence Tools (AI Tools)” generally refers to software programs made available to employees that use AI algorithms to perform tasks that usually require human intelligence. These tools can analyze data, recognize patterns, and make decisions.

Section 2. For the purposes of this Article, AI and AI Tools refers to all AI tools and technologies that bargaining unit employees may be directed to use over the course of their job duties (for example AI Assistants, etc.).

Section 3. AI tools may be used to support the work done by bargaining unit employees, including as a tool to assist bargaining unit members in performing tasks. AI will not be used to cause the layoff or reduction in hours of any regular full-time bargaining unit employee. Optimization from the use of AI tools may provide opportunities for new or different duties within the scope of bargaining unit member roles.

Section 4. Climate Reality will not use AI tools to make decisions in recruitment, performance evaluations, discipline, termination, or promotion.

Section 5. Climate Reality agrees to provide prior notice to the Union if new AI tools, new to Climate Reality, are being required in connection with the material duties of bargaining unit employees. This notice will include the business purpose for utilization; what information (if any) is being collected; how the AI tool will be used; whether and how it will impact bargaining unit employees; and how the processes and provisions of this Agreement may apply. If and to the extent such impact is not otherwise provided for in this Agreement, the Employer will meet with the Union on request to bargain over the impact on unit employees.

Section 6. Bargaining unit employees will not be directed to use AI tools in ways that could in any way result in plagiarism.

Section 7. Climate Reality policies governing use and utilization of AI tools will include the following principles: equity; reliability; privacy; security and transparency.

Section 8. The parties acknowledge that an important way to address impact on bargaining unit employees resulting from new AI tools is through the provision of training and other programs designed to foster new skills to improve opportunities for employment and effective use of AI tools. Climate Reality will provide necessary training and resources for affected employees.

Section 9. The LMC may discuss the role of AI tools used by bargaining unit employees

CWA District 2-13-The Climate Reality Project Tentative Agreement

2/2/26

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with the goal to ensure AI tools benefit rather than harm workers.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Pazzini

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Employer Primary Chairperson:

Signed by:

Paul Siles

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CWA District 2-13-The Climate Reality Project Tentative Agreement

7/20/26

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ARTICLE __ DISABILITY ACCOMMODATIONS

Section 1. Consistent with law and this Article, Climate Reality will provide reasonable accommodations that are appropriate and consistent with its legal obligations. Climate Reality shall not discriminate against any bargaining unit employee based on a disability or perceived disability. Climate Reality shall fully comply with the Americans with Disabilities Act (ADA), as amended, and all applicable Federal, State or local laws, regarding equal opportunity in compensation, terms, conditions, or privileges of employment for persons with disabilities.

Section 2. To apply for a reasonable accommodation for medical needs or disabilities that will allow a bargaining unit employee to perform the essential functions of their job, a bargaining unit employee must request, complete, and submit an accommodation request to the People Team.

Section 3. Accommodation requests involve an interactive process and may require the bargaining unit employee seeking an accommodation to meet with the People Team. If such a meeting is required, the initial interactive process meeting will be held within five (5) business days of the request. The bargaining unit employee may have a union representative present at the meeting if they choose. If private health information is part of the discussion, the bargaining unit employee may be asked to sign a release of information to permit that discussion in the presence of the union representative.

Section 4. If Climate Reality denies a requested accommodation, it will provide a written determination by email to the bargaining unit employee who sought the accommodation with an explanation of the reasons for the denial within fifteen (15) business days following completion of the interactive process. Climate Reality will provide reasonable accommodations as required by law, unless doing so would impose an undue hardship on the organization or the employee is unable to perform the essential functions of the position with reasonable accommodation.

Section 5. Climate Reality may require the requesting bargaining unit employee to provide supporting documentation, if necessary, including, but not limited to medical documentation regarding the medical need or disability for which they are requesting a reasonable accommodation. The information requested shall not be unnecessarily burdensome and shall consist of only documentation that is necessary to determine need or eligibility or to determine which accommodation is best suited. All medical information provided by the bargaining unit employee shall be kept confidential and stored separately from personnel files. Access shall be limited to Climate Reality's People Department and Legal personnel directly involved in the accommodation process, except as required by law or with the bargaining unit employee's written consent.

Section 6. Whenever possible, Climate Reality will, in its discretion, provide interim accommodations, shortly after requested, while a request is under review, where needed.

CWA District 2-13-The Climate Reality Project Tentative Agreement

7/20/26

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Section 7. Climate Reality agrees there shall not be any form of discipline, reprisal, intimidation, or retaliation against any bargaining unit employee for requesting an accommodation.

Section 8. Climate Reality may request updated documentation, no more than once in a thirty (30) day period, where the need for accommodation is not permanent or where there is a reasonable basis to believe circumstances have changed. Employees are expected to cooperate in providing such documentation when requested, consistent with applicable law.

AGREED TO:

Union Primary Chairperson:

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Lisa M. Fazzini

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Employer Primary Chairperson:

Signed by:

David J. H.

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CWA District 2-13-The Climate Reality Project Tentative Agreement

6/24/26

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ARTICLE __ - MISCELLANEOUS

1. This Agreement contains the entire understanding, undertaking, and agreement of the Employer and the Union and finally determines all subjects and matters of collective bargaining for its term. Any changes to the Agreement must be reduced to writing and executed by both the Employer and the Union to be effective. During the term of this Agreement, neither party shall be obligated to bargain over any matter covered by this Agreement.

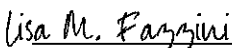
2. If any term or provision of this Agreement is held by a court or administrative agency to be in conflict with any law or regulation, such term or provision will continue in effect only to the extent permitted by law or regulation, without affecting or impairing any other term or provision of this Agreement. In the event of such a holding, the Parties will enter into collective bargaining aimed at agreement on a mutually satisfactory replacement provision or other resolution, and all other terms of this Agreement will remain in full force and effect during any such negotiations.

3. To the extent there are conflicts between this Agreement and the Employer's Employee Handbook, as it may be amended from time to time, this Agreement will govern with respect to employees in the bargaining unit covered by this Agreement.

AGREED TO:

Union Primary Chairperson:

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 Lisa M. Pazzini

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Employer Primary Chairperson:

Signed by:

 David Stille

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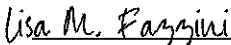
ARTICLE __ - MANAGEMENT RIGHTS

The Parties recognize and acknowledge that the Employer reserves and retains all management rights and prerogatives not expressly limited or modified by a specific provision of this Agreement. The Employer's exercise of or failure to exercise any management right, prerogative or function in any given circumstances shall not be deemed a waiver, limitation or modification of the Employer's management rights and prerogatives.

AGREED TO:

Union Primary Chairperson:

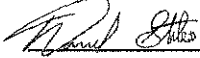
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Employer Primary Chairperson:

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