



FINAL BARGAINING REPORT
EVERYACTION/CWA BARGAINING
OCTOBER 7, 2022

Fellow CWA Members,

Your CWA Bargaining Committee is happy to announce that we have an agreement in principle!

Each CWA Local will be distributing the agreement information for review by the membership prior to a virtual meeting that will be held on **TUESDAY, OCTOBER 11, 2022, AT 7:00PM EST**. (Zoom link and agreement information will be sent in a separate email.)

Ratification votes will follow in each Local.

SUMMARY OF TENTATIVE AGREEMENT
BETWEEN CWA AND EVERYACTION/BONTERRA:

- Neutrality Agreement for all Bonterra employees
- 3-Year Contract
- Over \$700,000 in significant wage scale adjustments/standardization of wage floors for specific titles over the life of the agreement, which will result in retro-active changes back to September 16th
- 3% Annual Wage Increases for members
 - Still eligible for merit increases
- Reduced company proposed healthcare changes with significant monthly health care stipends for each year of the contract for eligible members
 - 3 different plan offerings – 2 of which offer company funded HSA's
- **Just Cause**, Grievance and Arbitration protection for all members
- Job protections surrounding contractors, layoff, severance, and recall provisions
- Company paid time for Union representation at meetings, disciplines, and grievance hearings
- Guaranteed financial compensation for people working on-call, weekends, holidays (with rotation)
- Unlimited flexible time off with guaranteed availability and contract provisions to enforce it
- Existing company policies that include any of the negotiated provisions cannot be altered or diminished without negotiating with the Union
- Improved Paid Parental Leave
- Improved travel reimbursement and notice policies
- Contractual normalization of a 40-hour work week and the availability of a 4-day-work-week option

- Seniority language encompassing all members, inclusive of service with company's predecessor or successor
- Salaries will be listed on all job postings, along with guaranteed internal postings and preference for internal candidates
- Remote work options for most members; company will not install or use surveillance tools for all members
- Increased commitment to DEI
- Consent required for background checks after initial employment

In Solidarity,

Your CWA Bargaining Team:

Tonya Hodges, CWA Staff Representative

Don Trementozzi, President, CWA Local 1400

Melissa Smith-Kupihea, President, Local 2336

Keri Evinson, Executive VP, CWA Local 1400

Jeff Reamer, Executive VP, CWA Local 13000

Karen Cusson, Recording Secretary, CWA Local 1400

Mike Murray, CWA Local 1400

Grace Duginski, CWA Local 2336

MJ Flott, CWA Local 13000

David Rosenthal, CWA Local 1400