



BARGAINING REPORT
EVERYACTION/CWA BARGAINING
MAY 5, 2022

Fellow CWA Members,

Today the CWA Bargaining Committee met with the Company once again and the Company presented their new BEEP program (Bonterra Employee Equity Program) to us.

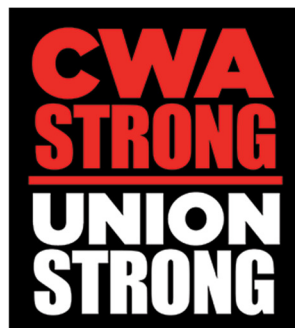
The Bargaining Team made it very clear that equity isn't enough – a promise of possible money in four years is great, but we are extremely serious about increasing employee wages and eliminating wage disparity among our members. Tenure needs to be addressed, and the Company acknowledged that.

Everyone is noticing the members are mobilized!

As we are preparing to enter into economic bargaining, it is now more important than ever that EVERY member participate in mobilizations. Remember:

YOU ARE THE UNION!

- **WEAR RED EVERY THURSDAY!**
- **EXPECT TO HEAR FROM A MOBILIZING COMMITTEE MEMBER SOON!**
- **CHANGE YOUR SLACK ICON TO “:cwa-strong:”**



“When We Fight, We Win!”

In Solidarity,

Your CWA Bargaining Team:

Tonya Hodges, CWA Staff Representative

Don Tremenziozi, President, CWA Local 1400

Terry Garner, President, Local 2336

Jim Gardler, President, CWA Local 13000

Keri Evinson, Executive VP, CWA Local 1400

Melissa Smith-Kupihea, Executive VP, CWA Local 2336

Jeff Reamer, Executive VP, CWA Local 13000

Karen Cusson, Recording Secretary, CWA Local 1400

Mike Murray, CWA Local 1400

Jennifer Willis, CWA Local 1400

Grace Duginski, CWA Local 2336

MJ Flott, CWA Local 13000