



BARGAINING REPORT #1

CWA BARGAINING TABLE UPDATE

JANUARY 15, 2026

Fellow CWA Members:

The Union and the Employer met on January 15 for the first scheduled bargaining session.

The Union was represented by CWA Chair Nneka Maceo, CWA Staff Representative Michael Somers, Zach Bolton, Justin Hand, Keith Boney, and Jens Rutkowski. The Employer was represented by Behnaz Mansouri, Tom Pagliarulo, Hap Campbell, Stephanie Puri, and Chantalle Moore.

During this initial meeting, your team presented four key articles to the Employer. Starting with the Preamble & Recognition, which is a foundational article that customarily provides who the parties are to the collective bargaining agreement, and defines the scope of the union's bargaining unit. Ultimately, we passed THREE articles that represent our initial priorities based on the feedback you provided.

These articles were: Unplanned Closing & Inclement Weather, Hours of Work, and Remote and Hybrid Model, which would benefit all of us if tentatively agreed.

The Employer did not respond with any counter-proposals during this session.

A second bargaining session, which was scheduled for January 29 was recently cancelled by the Employer on short notice.

It is disappointing that this session was called off, and delaying these conversations only stalls the progress we have worked so hard to build. Notwithstanding, we cannot let this lack of engagement discourage us. Now, more than ever, it is vital that we remain united and resilient.

We are hopeful to soon continue the fight for you on the front lines. It is important that we continue to stay strong; this will not be an easy fight, but it is one we will face together.

The bargaining committee has since submitted available dates for consideration of February bargaining sessions. Members will be updated as additional sessions are scheduled.

All bargaining reports will continue to be posted on the Local website at:

<https://cwa2100.org/>

Your bargaining committee,

Nneka Maceo – CWA Legal Counsel / Bargaining Chair

Mike Sommer - CWA District 2-13 Staff Representative

Zach Bolton

Justin Hand

Keith Boney

Jens Rutkowski