



Bargaining Session #6

December 19, 2022

The session began with the company presenting a counterproposal in response to the union's mentoring proposal, followed by a good discussion. We are hopeful that the parties will soon reach a tentative agreement on this important issue. The company believes that providing opportunities for organic and spontaneous mentoring is the most effective way of helping employees develop new skills and progressing their careers as opposed to the more restrictive parameters proposed by the union.

Later in the morning, the parties talked through the union's request for information relating to QA tasks. The union agreed to accept a smaller subset of data relating to quantities of QA tasks during certain time periods to provide a basis for discussions about work performed by bargaining unit members.

The CWA introduced a new member of their bargaining team - a consultant - who delivered a presentation about creating a "psychologically safe workplace" and preventing discrimination and harassment. After that presentation, the CWA asked if the company had any questions for the new member of their bargaining team.

At that point, bargaining took a severe turn for the worse.

During our attempts to ask questions of the CWA consultant, the CWA negotiator engaged in inappropriate harassing behavior.

Our negotiator attempted to discuss the CWA's position on our non-discrimination proposal. However, moments after the CWA promoted a psychologically safe, harassment-free workplace, its lead negotiator engaged in harassing behavior. The CWA's attorney refused to allow their consultant to speak. He yelled at our negotiator, pointed his finger at her, and repeatedly spoke over our negotiator when she attempted to ask questions of the CWA's consultant relating to the same issues about which she had just made a presentation. When the company's negotiator pointed out to the CWA's negotiator that he should not be yelling at her or anyone else and that his behavior was not productive, the CWA negotiator's behavior continued to escalate resulting in the company leaving the bargaining table.

We do not believe it is appropriate to be yelled at and repeatedly spoken over. Bargaining is a back and forth. It is meant to be a series of discussions and debate aimed at getting to a mutually agreeable outcome with give and take. It is not an acceptable forum for disrespectful behavior. We will not subject our team to that treatment.

Unfortunately, because of the conduct of the CWA's lead negotiator, after a productive morning the company made the difficult decision to end the bargaining session sooner than anyone wanted.

We hope that the CWA agrees that treating others with respect and actually engaging in negotiations rather than shouting others down are important principles, and will reflect those principles in their conduct at the bargaining table in the future. We remain committed to an atmosphere of mutual respect, even when perspectives and proposals are different, and we hope the CWA does as well.

Our next bargaining session is scheduled for January 18, 2023. We asked the union's bargaining team for additional bargaining dates. This CWA has only provided February 10 as their next proposed date.