BARGAINING REPORT #7

CWA/ZSSU BARGAINING TABLE UPDATE

April 16, 2026

Fellow CWA Members:

The Union and the Employer met April 15, 2026 at the CTO bargaining table. The Union was represented by Nneka Maceo, Brandon Simmons, LaTasha Carpenter, Mike Sommers, and David Onken. The Employer was represented by Gillian Santos, Allison Kamino, Tom Pagliarulo, Jessica Harris, and Lee Saggers.

The Union presented counters on preamble & recognition, unplanned closing and inclement weather, and hours of work.

The Employer presented a counterproposal on hybrid work. The Employer's position has taken a significant shift from our current status quo. Their intent is to eliminate fully remote work and their expectation generally is for fully remote workers to relocate in order to align with their hybrid work model.

This is the Employer's first counterproposal on hybrid work and we expect more, however, the current status quo for hybrid work remains and will remain until the parties reach a tentative agreement on this proposal and the contract is approved by majority of our members.

We know proposals like this create real concerns for many of our members and your families. Please know your Union is fully engaged, asking the hard questions, and pushing back where it matters.

Now more than ever, our strength is in our unity. Stay connected, stay informed, and stand together as we continue this fight at the table.

The next bargaining session is scheduled for Thursday, April 30, 2026.

In solidarity,

Your bargaining committee,

- Nneka Maceo

LaTasha Carpenter

Brandon Simmons

Sarah Kearsley

Zac Audette

David Onken