

AQAU-CWA Bargaining Update #7

10/22/24

Proposals

(Blue are proposals we have TAs on, Red are proposals that the company has rejected with reason provided.)

Unpaid Time Off (UPTO)

The company has flat-out refused to discuss Unpaid Time Off, indicating that this was not a company-wide policy, but “a memo for a small unit in Minnesota.” Considering that this “policy” cover all of QA, we find it to be ridiculous.

Number of Proposals

We have a total of 31 proposals, 25 of which are currently on the table, and 6 that we have tentative agreements on. If anyone would like a brief explanation on what these proposals are about, please reach out to a bargaining committee member.

Proposals On The Table	Tentative Agreements
Safety & Health Provisional Period Immigrant Workers Rights Disability Accommodations Performance Discipline Professional Development: Feedback Professional Development Plan Union Activities Successorship Grievance & Arbitration Crediting Length of Service (aka Seniority) Scheduling PTO Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Separation Procedure Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Workplace Integrity Training Reductions in Force Alternate Workweek (4-10s)	Dignity & Respect Contract Application Savings Clause Union Security Labor Management Committee PAF Contributions

Commentary

We have had numerous back-and-forth conversations with the company regarding disability accommodations. Requests for information to assist us with discussing this at the table have been met with the same response: “This is a topic of conversation at the bargaining table, so we’ll talk about it there.” And yet, at the bargaining table, the topic of disability accommodations was barely addressed. Our questions were returned to us with the equivalent of a shrug. When are we going to ACTUALLY discuss the issue?

The company also stated that the Performance Improvement Plan (PIPs) are not meant to be used as a disciplinary action, but instead a corrective action. This shows a shift in intention of PIPs moving forward, which we know has been a sticking point for members. If anyone feels that a PIP is being applied as a form of punishment, please reach out to a steward.

Bargaining Dates

The next dates for bargaining are October 28th and November 13th.

Next Steps

We will be holding a rally on Friday at Noon CST at ALL LOCATIONS regarding the disability accommodations issue. Participation is highly encouraged; please reach out to your local stewards or mobilizers to find out more information for your location.

In Solidarity, Your Bargaining Committee:

Jeff Lacher Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Ira Piros 7250 Jenna Huffman 6215 Jalen Churley 6215 Michelle Richardson 7250 Reginald Small 6215
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