

# AQAU-CWA Bargaining Update #8

11/1/24

## Proposals

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

## Union Activities

After numerous back-and-forth passes, the company agreed to the terms of union activities. This includes establishing a better means of communication and being able to be taken off the job for union-related training and conferences.

## 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.

<b>Proposals On The Table</b>	<b>Tentative Agreements</b>
Safety & Health Provisional Period Immigrant Workers Rights Disability Accommodations Performance Discipline Professional Development: Feedback Professional Development Plan 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 Union Activities

## Commentary

The company took notice of our rally on Friday, and were more active in conversations around disability accommodations. We are optimistic that the conclusion of those conversations will result in a change for the better in the process as a whole.

## Bargaining Dates

The next date for bargaining is November 13th. Other dates are being discussed as of this update.

## Next Steps

We appreciate seeing the solidarity with everyone either wearing red on bargaining days and/or changing profile pictures! We'd ask that you continue to show your solidarity on bargaining days. If you need a union shirt, reach out to your local stewards with your shirt size and we will get you one based on availability.

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 Julian Pecino 6215 Michelle Richardson 7250 Reginald Small 6215
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