

AQAU-CWA Bargaining Update #9

11/15/24

Proposals

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

Workplace Integrity Training

We reached a tentative agreement on the Workplace Integrity Training, including a sub-proposal for the standard practice of handling a workplace integrity investigation.

Number of Proposals

We have a total of 33 proposals, 24 of which are currently on the table, and 9 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 |
|--|---|
| <ul style="list-style-type: none"> 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 Reductions in Force Alternate Workweek (4-10s) | <ul style="list-style-type: none"> Dignity & Respect Contract Application Savings Clause Union Security Labor Management Committee PAF Contributions Union Activities Workplace Integrity Training Workplace Integrity Standards |

Commentary

Recently, the company announced the inclusion of Microsoft Gaming in the Microsoft Employee Stock Purchase Plan (ESPP). We're happy to inform that the union and the company came to an agreement to allow for members to participate on November 3rd.

Bargaining Dates

The next dates for bargaining are December 6th and January 13th.

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

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|---|---|
| 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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