

# AQAU-CWA Bargaining Update #18

5/19/25

**Proposals** (Black are proposals that were discussed, Green are proposals that were newly introduced, Blue are proposals we have Tentative Agreements (TAs) on, Red are proposals that the company has rejected with reason provided.)

**Promotions** - We reached an agreement on the Memorandum of Understanding (MOU) on permitting promotions within the bargaining unit while we continue negotiations. Much like with hiring, the company now has written confirmation that they can proceed with promotions.

**Professional Development (Feedback)** - The TA we reached on this proposal covers the frequency of one-on-one meetings with your manager and what topics are covered, along with the annual review process. These meetings are valuable in addressing issues we may have in our work, along with discussing other topics around professional development.

**Management Rights** - This proposal, introduced by the company, is to define their authority on anything that is not explicitly spelled out in the contract. As this is a lengthy proposal, we are still in the process of reviewing it.

**No Strike/No Lockout** - This company proposal is how the company and the union agree to “maintain labor peace” so the union does not strike or the company does not lockout workers (company strike) during the duration of the contract.

**Recognition** - Also introduced by the company, this proposal defines who the bargaining unit is and where they are located.

**Overtime** - We responded to the company’s interest in reintroducing mandatory overtime with a proposal that kept overtime voluntary. We will continue to negotiate on this proposal and look to membership for feedback in surveys.

**Performance** - We continued discussions around the Performance Improvement Plan and their application. Based on that discussion, we will review their counter and respond accordingly.

# **Bargaining Dates**

The next dates for bargaining are June 4 and 17th.

## **Next Steps**

We have listened to your feedback and are working through the survey responses for the updated bargaining survey, as well as sent out a specific survey on Job Titles, Wages and Overtime. We'd ask that you complete these as soon as possible, and to keep an eye on your emails for future surveys as they are made.

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 Julian Pecino 6215 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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# Number of Proposals

We have a total of 40 proposals, 22 of which are currently on the table, and 18 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 (TA)
<b>Green</b> - New Proposal <b>Purple</b> - AQAU <b>Orange</b> - ABK/MSFT	<b>Bold</b> - New TA
Provisional Period Immigrant Workers Rights Performance Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Transferring Out of the Department Artificial Intelligence Individual Creative Work Schedules & Hours Social Media Unplanned Closings Emergency Safe Haven Scheduling UPTO Force Adjustment Parental School Leave Overtime Shift Differential Management Rights No Strike/No Lockout Recognition	Dignity & Respect Contract Application Savings Clause Union Security Labor Management Committee PAF Contributions Union Activities Workplace Integrity Training Workplace Integrity Standards Grievance & Arbitration Tuition Reimbursement Business Expenses Discipline Disability Accommodations Voluntary Resignation Procedure Scheduling Vacation Safety & Health <b>Professional Development: Feedback</b>