

AQAU-CWA Bargaining Update #19

6/10/25

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.)

Parental School Leave - We reached a TA on Parental School Leave, which will grant employees a set amount of time per school year for school-related errands, such as parent-teacher conferences, enrollment meetings, and other education-related errands.

Hybrid Work Model - This proposal would reintroduce hybrid work to the QA offices.

Performance - We continued discussion around the Performance Improvement Plan and revised our proposal to best address the concerns the company had while maintaining our position that the plan themselves should be to encourage improved performance. We are hopeful an agreement will be reached soon.

Immigrant Workers Rights - We are currently discussing and affirming the company's commitment to help and protect our immigrant workers, and are close to an agreement with this proposal.

No Strike No Lockout - The company responded with a counterproposal to the no-strike/no-lockout provision, removing certain language they found objectionable. We are currently in the process of drafting a revised proposal to address their concerns and present our position.

Successorship - The company made their first counter to successorship, which affirms that if the company or our unit is acquired by another company, the contract would carry over to the new organization. There was little discussion on the counter; we will review and respond.

Individual Creative Work - The company responded to this proposal, which protects projects created off work time, with the company's current policy on the same topic.

Commentary

Following the Tentative Agreement reached with ZeniMax's contract with Microsoft, we have come to an agreement to allow for more bargaining meetings at the table. We hope to see a redoubled effort from the company to present more frequent responses to our proposals with more dates planned.

Bargaining Dates

The next dates for bargaining are June 17th and July 9th.

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)
Green - New Proposal Purple - AQAU Orange - ABK/MSFT	Bold - 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 Overtime Shift Differential Management Rights No Strike/No Lockout Recognition Hybrid Work Model	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 Professional Development: Feedback Parental School Leave