

AQAU-CWA Bargaining Update #21

7/15/25

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.)

Individual Creative Work - The company had clarifying questions related to our proposal for Individual Creative Work, and thanks to input from members, we were able to address their questions. We are awaiting a counter from the company on this proposal.

Management Rights & Successorship - The company offered a bundled agreement to combine Successorship with Management Rights in one proposal. Since Management Rights covers a broad spectrum of topics under it, we opted to counter by separating them again.



Commentary

Before bargaining the company had reached out to ask us about what our issues were with the current independent creative work policy. This gave us the opportunity to reach out to testers who are either in the process of filling out COI forms or had already been through the process and to figure out their specific complaints with the policy and processes as they are right now. We are hoping that this is the beginning of greater collaboration from the company to work towards more transparent and employee friendly policies being written and codified in our contract. To add on to this, we also want to encourage members to reach out to their bargaining representatives to voice any other specific complaints they may have with current policy so that we can show these issues to the company in a more direct way and effectively communicate to the company that many of the policies as is are not satisfactory to us as employees.

Bargaining Dates

The next dates for bargaining are July 22nd and July 24th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

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

We have a total of 41 proposals, 22 of which are currently on the table, and 19 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 (6) Orange - ABK/MSFT (16)	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