

AQAU-CWA Bargaining Update #23

8/25/25

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.)

Wage Increase - We introduced a Memorandum of Understanding (MOU) to add an additional wage increase on top of our CAIP merit increases. While we are still bargaining over the details of what this will look like in effect our hope is that this will help make up for the missing raise from the stub period.

Social Media - We handed the company back our counter on the social media policy continuing our stance that the company must be willing to bargain over the effect of any mandatory changes to their social media policy

Recognition - We introduced a counter that's designed to protect the unit in case of changes at the corporate level and to establish a fair process for including newly created titles in the unit.

Schedule and Hours - The company returned to us stating they are actively researching what they will need to do to put into effect the 4-10 schedule for California while nothing is concrete yet we are hopeful for good news on this in the near future.

Commentary

This session we also put forward an RFI to help us get a further understanding of how the new raises and bonuses are actually calculated so that we can ensure everyone is being viewed in a fair and equal lens. We would also like to encourage anyone who has any questions about the current issues on the table to reach out to their steward or a member of the bargaining team we are always happy to answer any questions you may have!

Bargaining Dates

The next dates for bargaining are August 27th and September 9-10, in-person in Minnesota.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Calvin Bilder 9400 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 42 proposals, 23 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 (4) Orange - ABK/MSFT (20)	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 Health, Dental, Vision and other Benefits	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