

AQAU-CWA Bargaining Update #25

9/12/25

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.)

Qualification Period - This was our first tentative agreement reached in this session, where new hires would have a 90-day period in which they could learn how to perform their new job duties.

Social Media - We reached an agreement with the company that ensures any violation of the social media policy will be met with progressive discipline consistent with our other proposals. We also ensured that any needed changes to the social media policy in accordance with the law the company will be required to bargain over the effects of the change to our members.

Unplanned Closings - A tentative agreement was made on our Unplanned Closings proposal. This TA allows AQAU to intervene when conditions for working, or commuting to the workplace, is not advisable by local government opinion. Additionally, there will be a process in place where employees can request a reimbursement of Paid Time Off balances if one is used to cover this time, and the office is later on closed.

Recognition - The company returned a counterproposal to clarify the various definitions laid out in the proposal, including the locations of each unit and who would be defined as “employer.” We discussed the changes and will review.

Artificial Intelligence - Previously, the company countered our proposal with their proposal of Management Rights, which would give them sweeping authority and control over the implementation of AI in the workplace. In response, we reintroduced the proposal and had a lengthy conversation, informing the company that our proposal is not anti-AI as they presume we are, but rather knowing that these systems are being implemented and we are asked to review them, that the implementation be responsible.

Schedule & Hours - Since resolving the CA Labor Code dispute, we revised the proposal to lock in the ability to create 4-10 schedules at all locations.

Overtime - We returned a proposal to the company that would heavily favor voluntary overtime over assigned or mandatory overtime. Should overtime become mandatory due to not having enough volunteers to work overtime, significant guardrails were put in place, limiting the amount of assigned overtime that could be worked per day and per week.

Hybrid Work Model - This proposal was outright rejected with no counter-proposal. AQAU feels no proposal should receive this type of treatment. Despite a similar announcement of Hybrid Work for Microsoft employees being announced during our bargaining session, the other side of the table does not in any manner believe that Hybrid Work or Work From Home models are viable — even as an accommodation. We think a fair contract should contain at least some form of hybrid or remote work and will continue to fight for this and look to membership to mobilize until the company receives the message.

Interim Wage Increase - This MOU was rejected without a counter-proposal. Previously, we had hoped that the Employer was carefully considering this proposal and the Bargaining Committee was expecting at least to bargain over the raw numbers included in the proposal as presented. To our disdain, we were instead informed that the Employer did not want to discuss this at all and if we wanted recompense for waiting 18 months for our recent wage increase, we could discuss this in a Wages proposal. Friendly reminder that the Employer does not wish to discuss economic topics, adverse to AQAU's wishes.

Bargaining Dates

The next bargaining dates are September 24th and October 1st.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Calvin Bilder 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, 20 of which are currently on the table, and 22 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 (16)	Bold - New TA
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 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 Qualification Period Social Media Unplanned Closings