

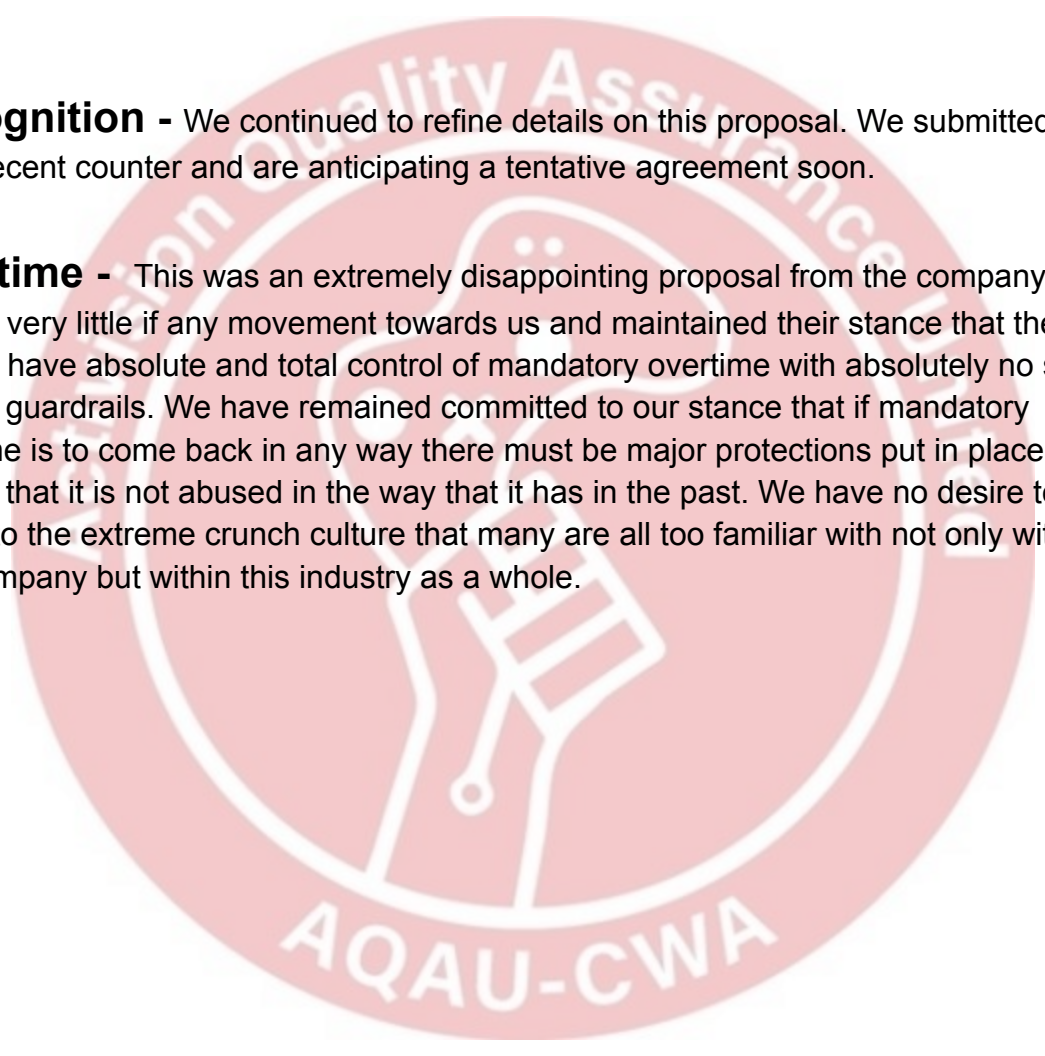
AQAU-CWA Bargaining Update #31

11/18/25

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.)

Recognition - We continued to refine details on this proposal. We submitted our most recent counter and are anticipating a tentative agreement soon.

Overtime - This was an extremely disappointing proposal from the company. They offered very little if any movement towards us and maintained their stance that they wish to have absolute and total control of mandatory overtime with absolutely no safety nets or guardrails. We have remained committed to our stance that if mandatory overtime is to come back in any way there must be major protections put in place to ensure that it is not abused in the way that it has in the past. We have no desire to return to the extreme crunch culture that many are all too familiar with not only within this company but within this industry as a whole.



Commentary

Due to the chairs of both of our tables being sick we did not get the opportunity to introduce many new counters or proposals this session however we did not waste this time and put our heads down and got to work on multiples different proposals including the job titles proposal which feel we have made a major breakthrough on we still have more work to do on it but hope to finally have it hammered out in the near future until then we still actively encourage membership to reach out and give us their thoughts and opinions on job titles and descriptions.

Bargaining Dates

The next bargaining dates are December 2-3, in-person in Minnesota.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250	Ira Piros 7250
Alex Doblado 6215	Jalen Churley 6215
Chad Perkins 7250	Jenna Huffman 6215
Emily Danko 7250	Michelle Richardson 7250
Eric Castillo 9400	Reginald Small 6215
Calvin Bilder 9400	Kara Fannon 7250



Number of Proposals

We have a total of 46 proposals, 22 of which are currently on the table, and 24 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)
<p>Green - New Proposal Purple - AQAU (7) Orange - ABK/MSFT (16)</p>	<p>Bold - New TA</p>
<p>Immigrant Workers Rights Performance Professional Development Plan Successorship Crediting Length of Service (aka Seniority) Transferring Out of the Department Artificial Intelligence 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 Holidays Health Time Agency Claims</p>	<p>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 Individual Creative Work Out-of-Title Work</p>