

AQAU-CWA Bargaining Update #33

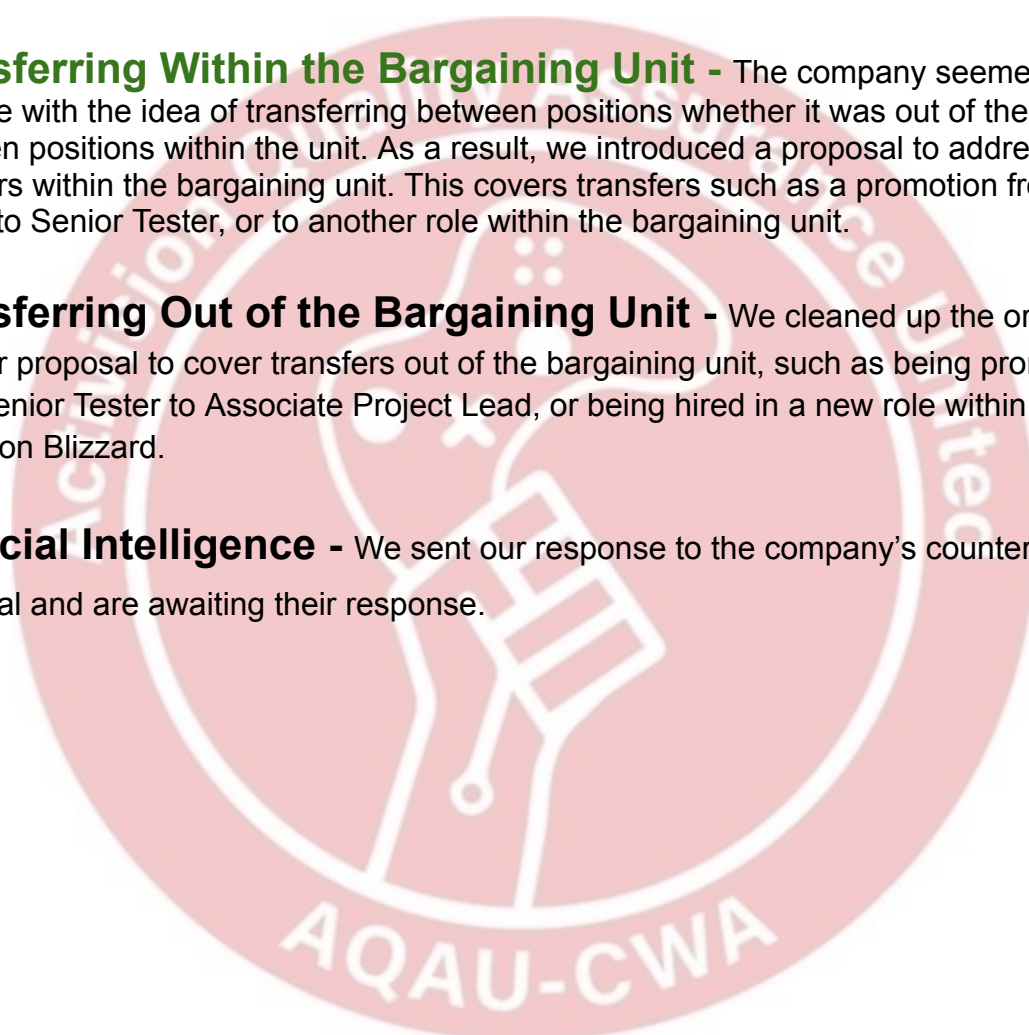
12/16/25

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.)

Transferring Within the Bargaining Unit - The company seemed to struggle with the idea of transferring between positions whether it was out of the unit or between positions within the unit. As a result, we introduced a proposal to address transfers within the bargaining unit. This covers transfers such as a promotion from Tester to Senior Tester, or to another role within the bargaining unit.

Transferring Out of the Bargaining Unit - We cleaned up the original transfer proposal to cover transfers out of the bargaining unit, such as being promoted from Senior Tester to Associate Project Lead, or being hired in a new role within Activision Blizzard.

Artificial Intelligence - We sent our response to the company's counter to our proposal and are awaiting their response.



Commentary

The bargaining committee continues to advocate for the interests of the membership at the bargaining table and beyond. We look forward to more progress and making 2025 our last year without a collective bargaining agreement.

Bargaining Dates

The next bargaining dates are January 13 and 16th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Kara Fannon 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 48 proposals, 23 of which are currently on the table, and 25 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 (8) Orange - ABK/MSFT (15)	Bold - New TA
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 Hybrid Work Model Health, Dental, Vision and other Benefits Holidays Health Time Agency Claims Expedited Dispute Resolution Transferring Within the Department	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 Recognition