

AQAU-CWA Bargaining Update #34

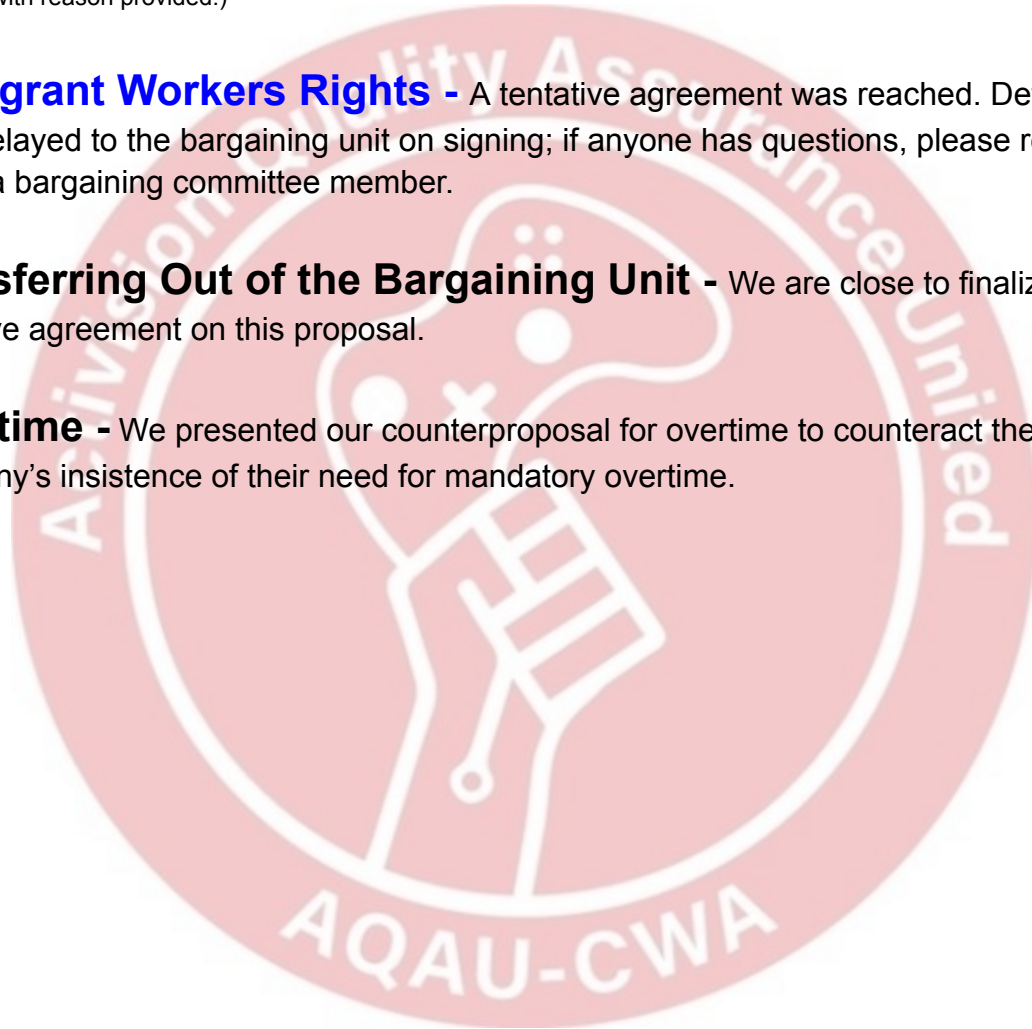
1/13/26 & 1/16/26

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.)

Immigrant Workers Rights - A tentative agreement was reached. Details were relayed to the bargaining unit on signing; if anyone has questions, please reach out to a bargaining committee member.

Transferring Out of the Bargaining Unit - We are close to finalizing a tentative agreement on this proposal.

Overtime - We presented our counterproposal for overtime to counteract the company's insistence of their need for mandatory overtime.



Time Off (Package) - The company condensed effectively every proposal on the table relating to time off aspects into one package for the purposes of expediting the bargaining process. To speak frankly, we are outright **rejecting** this package proposal in its entirety. *Packages are intended to be a slight backstep in trade for something nice, to sweeten the deal. The company did not provide anything to sweeten the deal, and the adjustments presented in this package were not slight backsteps, they were serious backward leaps from the current status quo.*

In general, throughout these proposals, there is a theme that the company reserves the right to “adopt, modify, **or rescind**” articles of this proposal. This is not sufficient, as it effectively means these proposals are not worth the paper they’re written on. After ratification of the contract, Activision would be free to modify these policies however they so choose while completely subverting the bargaining process.

While we previously attempted to codify the current Holiday schedule, as well as adding Indigenous Peoples’ Day and Veterans day — two holidays that are celebrated internally already, the entire codified list of our holidays was struck and defers instead to the Holiday Policy, which the company can change just prior to ratification or simply rescind as they see fit.

Addressing Vacation Time Off, there is a notably disparity between our current Vacation accrual rate and what the company is proposing. Effectively, the company wants us to settle for 40% of our normal accrual rate. Additionally, while not explicitly stated, it appears that the company has elected to omit any language allowing for Vacation Time debt. The Bargaining Committee is well-aware how important vacation time and the flexibility to voluntarily enter debt is. With regard to Health Time, the language the company proposes falls short of Minnesota’s ESST laws on multiple aspects. This includes, but is not limited to:

- Minimum usage of 2 hours per instance, despite ESST requiring the *minimum* clock increment.
- The physical and emotional health of a parent-in-law, individual related by blood, or loco parentis.
- Employees who are victims of domestic violence, sexual assault, or stalking.
- Authorized use only after completion of a qualification period.
- Requiring proof of illness by a medical provider.

A section addressing Leaves of Absence is present. This includes the ability to rescind any of the listed Leaves of Absence at any time.

- Parental Leave of Absence
- Compassion Leave of Absence
- Military Leave of Absence

This does not codify policy as-is, and does not explicitly cover every available type of Leave of Absence.

The singular codified Leave of Absence policy listed is for Bereavement Leave, which changes the policy from per-instance, to per year. Previously, employees would receive five days of paid bereavement leave for the death of a family member, per instance of tragedy. The company is suggesting to only allow five days for the **entire year**.

To re-iterate, AQAU has outright rejected this proposal and we have presented counter-proposals that are in-line with or exceed current policies.

Commentary

As we move closer to economic proposals, support is important now more than ever. Talk to your co-workers about the issues that affect you most.

Bargaining Dates

The next bargaining dates are January 27th and February 5th

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
---	---



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 (7) Orange - ABK/MSFT (15)	Bold - New TA
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 Leaves of Absence and Vacation	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 Immigrant Workers Rights