

AQAU-CWA Bargaining Update #36

2/5/26 & 2/11/26

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.)

Crediting - The Union presented a proposal on crediting which, if agreed, would lock in the basics of the existing crediting policy and make it much more worker-friendly. Specifically, the Bargaining Committee proposed that the bargaining unit be credited for work on video game-related content including patches, DLC, expansions, remasters, remakes, ports, etc., as well as live service games, none of which are captured in the existing policy. Given that this is our public resume, we believe it's important that the Company make these common-sense changes.

Artificial Intelligence - On February 5 the Company presented a counter on AI which represents movement from their longstanding reluctance to present a specific proposal on this topic. The Company's proposal remained unacceptable due to its limitation in important areas to generative AI, as opposed to AI and other automation tools more generally, and rejected the Union's proposal that AI and other automation tools not result in layoffs or terminations. The Union presented a counter proposal on February 11, which addressed these issues. The Bargaining Committee regards it as extremely important to protect our bargaining unit from potential layoffs and terminations due to AI or other automation implementation, and to preserve bargaining rights over these technologies.

Length of Service - The company provided a counter which would leave everyone in the bargaining unit with no more credited service than July 1, 2022, when the conversion from TEA to FTE occurred. The Company makes points about technical job classification at the time of hire, and administrative hurdles to justify their resistance to the concept of full service acknowledgement. The Bargaining Committee believes - strongly - that this is a ruse to avoid crediting workers' service. This is an unacceptable invalidation of the work our bargaining unit has performed over the months and years preceding that date and is working on a proposal to address that invalidation.

Commentary

We have had preliminary discussions with the company about job titles but no proposals have been passed. The committee has also discussed potential wage proposals.

Bargaining Dates

The next bargaining dates are February 18th and March 6th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250	Ira Piros 7250
Alex Doblado 6215	Julian Pecino 6215
Chad Perkins 7250	Jenna Huffman 6215
Emily Danko 7250	Michelle Richardson 7250
Eric Castillo 9400	Reginald Small 6215



Number of Proposals

We have a total of 49 proposals, 22 of which are currently on the table, and 27 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 (14)	Bold - New TA
Performance Professional Development Plan Successorship Crediting Length of Service (aka Seniority) 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 Transferring Out of the Department