

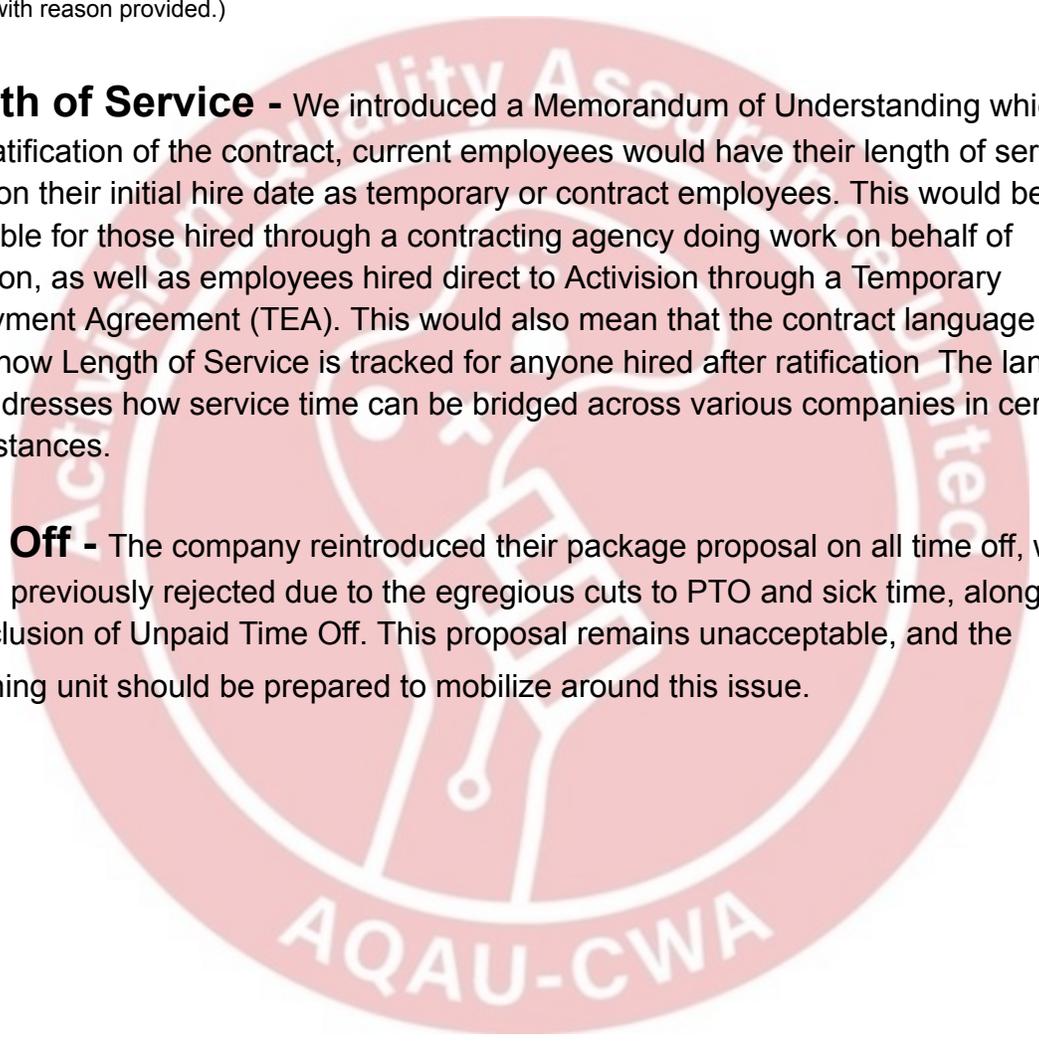
AQAU-CWA Bargaining Update #37

2/18/26

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.)

Length of Service - We introduced a Memorandum of Understanding which, upon ratification of the contract, current employees would have their length of service be based on their initial hire date as temporary or contract employees. This would be applicable for those hired through a contracting agency doing work on behalf of Activision, as well as employees hired direct to Activision through a Temporary Employment Agreement (TEA). This would also mean that the contract language would reflect how Length of Service is tracked for anyone hired after ratification. The language also addresses how service time can be bridged across various companies in certain circumstances.

Time Off - The company reintroduced their package proposal on all time off, which we had previously rejected due to the egregious cuts to PTO and sick time, along with the exclusion of Unpaid Time Off. This proposal remains unacceptable, and the bargaining unit should be prepared to mobilize around this issue.



Commentary

The Union filed an unfair labor practice charge against Activision for its handling of certain issues around the accommodations process. This is an issue that has persisted for a long time, and the Company continues to treat our coworkers harshly and unfairly. Please keep a look out for updates on planned mobilizations around this issue to support our coworkers.

We continue to work through the details of job titles and descriptions and welcome feedback. Please contact a committee member if you have specific job description or title concerns.

Bargaining Dates

The next bargaining dates are March 6th and March 17th.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 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 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)
<p>Green - New Proposal Purple - AQAU (8) Orange - ABK/MSFT (14)</p>	<p>Bold - New TA</p>
<p>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</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 Recognition Immigrant Workers Rights Transferring Out of the Department</p>