

AQAU-CWA Bargaining Update #38

3/6/26

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.)

Employee Stock Purchase Plan (ESPP) - We introduced a proposal that would codify the memorandum of agreement we reached regarding the Microsoft ESPP. This would permit members of the bargaining unit to continue to have the option to purchase Microsoft stock at a discount relative to the market price, subject to certain regulations. This would permit members of the bargaining unit to continue to have the option to purchase Microsoft stock at a discount relative to the market price, subject to certain regulations.

Retirement Security - Additionally, we introduced a proposal to improve on the company's 401k plan. Currently, we receive a 25% match without any contribution match limit. Our introductory proposal adjusts this to a 100% match up to the first 10% of contributions up to the IRS matching limit. This plan would help create opportunities for workers to plan for the future.

Crediting - The company sent a counterproposal that helps address how workers can claim credit on unannounced projects and projects that would otherwise not have crediting, such as live service titles. We believe we are getting closer to an agreement on this topic and are reviewing the Company's proposal carefully.

Professional Development Plan - We discussed the need for time to be available in order to work on the professional development plans, as well as issues pertaining to the ISTQB certification exam.

Commentary

The Bargaining Committee continues to focus on moving negotiations forward and toward an acceptable agreement. The list of topics to discuss is shrinking, and we are getting closer on outstanding issues. There's a lot of work left to do, but we are getting there, slowly but surely. We appreciate the support of our coworkers, welcome your input, and look forward to continuing our important work on your behalf.

Bargaining Dates

The next bargaining dates are March 11th and March 17th. A new date was added but was missed in the last update.

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 51 proposals, 24 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 Employee Stock Purchase Plan Retirement Security</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>